

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



DECEMBER 2022



**CLARE MEETS
FIRST MINISTER**

- see Page 4

REPRESENTING • NEGOTIATING • INFLUENCING

CONTENTS

Secretary's foreword	2
Is it really December already?	3
First Minister honours brave Clare	4
Nothing to see	6
First ever female Chief Constable of North Wales says appointment is a 'real privilege'	7
Police drivers will be affected by new law	8
Charity 'Bake and Brew'	8
Police service remembers fallen colleagues	9
Award-winning duo	11
New healthcare scheme	11
Dispelling the myths around PIPs	12
Investment in developing supervisors and managers	13
Tactical flight officer attends Women of the Year awards ceremony	14
Christmas cartoon	16
THE FUNERAL OF QUEEN ELIZABETH II	
Welfare van team invaluable support	18
'An honour and a privilege'	19
DC 'over the moon' to be part of the policing operation	19
'An experience I will never forget'	21
Motorcyclist was on duty in Edinburgh	22
Federation's DG6 campaign brings changes to disclosure guidance	23
Knife Angel visits Wrexham	25
The Repair Shop brings Chris Wood's jukebox back to life	29
Thanksgiving service	29
Personal injury claims update	31
Pre-retirement seminar dates announced for 2023	32

Cover photo: Claire Larkey-Jones, the North Wales Police Federation nominee for the Police Bravery Awards 2022, met the First Minister Mark Drakeford at a reception organised by the Police Federation's Welsh lead, Nicky Ryan.
Photograph courtesy of Anderson Photography.

Published by North Wales Police Federation, Police Federation Office, 311 Abergele Road, Old Colwyn, Conwy LL29 9YF

Designed and produced by XPR (UK) Ltd
www.xpruk.com

Contact the Federation

E-mail: fedadmin@northwales.police.uk

Tel: 01492 805400

Web: www.nwpolfed.org

Follow us on Facebook and Twitter:



Facebook:

www.facebook.com/NWalesPoliceFed



Twitter:

[@NWalesPoliceFed](https://twitter.com/NWalesPoliceFed)

Every care is taken to ensure that advertisements are only accepted from bona fide advertisers. The Police Federation cannot accept liability incurred by any person as a result of a default on the part of an advertiser. The views expressed within this magazine are not necessarily the views of the North Wales Police Federation.

WHY HAS DEMAND FOR FEDERATION REPRESENTATION SKY-ROCKETED?

By Mark Jones, secretary of North Wales Police Federation

Welcome to the December issue of the North Wales Police Federation magazine, 'Your Voice'. It has been another incredibly busy year in the Federation office and, from speaking to colleagues from other Federation branches around the country, we are not alone. So, what's the problem – why has demand for Federation representation sky-rocketed? Why are we now dealing with our highest level of cases in memory?

I know when I joined the police we turned up at HQ, had a load of forms put before us and were told to sign and thus my membership to the Police Federation commenced. Today, however, we have to give new officers the option. They have freewill to choose to join the Fed or not. Thankfully, for our new recruit colleagues we have a 100 per cent sign-up rate and our general membership rate is the second highest of all the 43 branches of the Police Federation of England and Wales. So, we must be doing something right, I guess.

It is often said that joining the Federation is the "best insurance policy you could take out". I agree, even more so since working in my role in the Federation office. The "insurance policy" referred to is often for the legal representation given to members when they are going through misconduct proceedings. We will always aim to get our members the best representation – it's about fairness in what often can be perceived to be an unfair system.

Mel Jones (deputy secretary) and I were looking at our caseloads this week and even we were shocked just how many conduct cases we are carrying presently. Mel has been doing Federation work for more than 20 years and has never known a time where there have been so many investigations.

Now, we know policing is in difficult times. We have all seen those high-profile cases where a tiny minority of police officers have been bad. And not just bad, but really bad. I want those officers out of the door and as far away from policing as is humanly possible as they do not represent the commitment, hard work and bravery of all the other police officers in this country. They drag us all down and we need shut of them.

But, for the vast majority of our other conduct cases, invariably, it is individuals who have made a poor decision often conflated with personal turmoil and human frailty. When the new conduct regulations came into existence in 2020 a new regime swept in also, or should have swept in. It was envisaged that the blame culture had gone, instead we were to reflect and learn from our mistakes, move forward and become better people. Sadly, and inevitably,

that pendulum has swung the other way.

The national picture has undoubtedly brought about a degree of knee-jerking by forces. Maybe this is justified but there are always unintended consequences. Are initial severity assessments on conduct correct? Are they objective on the facts known at that time or are they subjective and influenced by other factors such as personal views?

Mel and I were at a national Federation conduct and performance seminar in Birmingham recently where we spoke with some influential people within the police conduct sphere. They painted a bleak picture on what is potentially coming down the road, particularly around vetting issues, Regulation 13 of student officers, a desire from certain chiefs to take back control of misconduct hearings away from independent panels and a whole host of other pitfalls and traps police officers could easily and unintentionally fall in to.

At that seminar, Michael Lockwood, the director general of the Independent Office for Police Conduct (IOPC), spoke. He passionately explained his position in that conduct investigations and proceedings must be balanced, fair and, importantly, proportionate ensuring that learning, real and meaningful learning, is at the centre of all conduct and performance matters. The irony wasn't lost on me, so I had no hesitation in challenging Mr Lockwood on whether his vision matched that of his own staff or that of police forces across the country.

Nevertheless, all things combined, it shows that we are set for more rocky times ahead. Believe me, Mel and I make impassioned and robust representations to ensure our members are dealt with fairly, proportionately, equally, and swiftly. We see, first-hand and in the flesh, the pain and suffering endured by officers who are going through misconduct investigations. It breaks people and, very sadly, we have seen occasions across the country where officers have died by suicide as a result of being at the centre of an investigation.

I know this is all a bit doom and gloom, particularly as we approach Christmas, but I know many of you will be working the long hours over the festive period and that you will sacrifice time with your own families to protect others. It is never lost of me the difficult, sometimes life and death, decisions you have to make but that you do so in the face of unprecedented scrutiny and often judged with hindsight. I am incredibly proud to work with such fantastic people in policing and I hope you know that we are "in your corner", fighting for you.

Take care of yourselves this festive period, reach out for help before it gets too late, don't overindulge on the chocolates (I fail every year on this!) but, very importantly, look out for each other.

IS IT REALLY DECEMBER ALREADY?!



By Vinny Jones, chair of North Wales Police Federation

Well, here we are again. Another year has gone by. As we draw nearer to the end of the year, many of us take this time to reflect upon the year we've had. Reflection is important. It helps us learn and evolve. It can give us a different perspective on life and our ambitions.

This time last year I was anxiously awaiting the election results for the position of chair of our North Wales Police Federation branch. To my delight, I was elected by you to be your chair, your spokesperson.

It has always been my view that the Police Federation of England and Wales is a 'members up' organisation and the focus must be on the membership. I took up office as chair at the same time as many other new chairs across England and Wales

were elected.

Shortly after was the election for your national chair, whereby you voted in Steve Hartshorn. There was also the appointment of a new national secretary - Calum Macleod. This brought about the opportunity for a complete re-refresh of the organisation. An awful lot of work has gone into ensuring the Police Federation of England and Wales is focused on its members. I'm confident this reflection process will make us stronger and united in our voice to support each other. There'll be more to come soon about our vision, values and mission.

This year we've seen the introduction of new legislation such as the Police, Crime, Sentencing and Courts Act 2022. This is a huge piece of legislation, all of which is very relevant to day-to-day policing. It requires an annual Police Covenant report to be provided. It provides increases in penalties for assaults against emergency workers. It allows our Special Constabulary members to join the Police Federation. It introduces a new standard for assessing the driving of police drivers. These are just a few of the aspects of new legislation.

I'm cautious to talk about any prominent UK Government positions as they may well change by the time this goes to print. But I will say that the announcement from Home Secretary Suella Braverman asking the College of Policing to look at non-degree routes into policing once again was welcome news. There was a clear acknowledgment that the degree route is placing a barrier to many good and experienced people choosing a career as a police officer.

While I've never personally had an interest of delving into the CID world, I am fully aware of the pressures and constraints the new the Director's Guidance on Charging



6th Edition (DG6) has had on many of you. It's affected all of us, but I'm aware of the additional issues it causes with serious and complex investigations. A survey was conducted in which 76 per cent of respondents from North Wales Police indicated that the changes of the guidance had increased the number of active cases they are working on and 58 per cent of respondents felt the changes increased their intention to leave their role as a detective.

This was the catalyst for the #SimplifyDG6 campaign. Ben Hudson, the chair of the Federation's National Detectives' Forum, has worked extremely hard on this campaign and as a result the National Police Chiefs' Council and Crown Prosecution Service have formulated a toolkit on the Revised Joint Disclosure Principles. This guidance is a positive step towards mitigating the full impact of DG6 and the enormous redaction obligations levied upon your workload. You can read more about the North Wales response on Page 23.

I, like many of you, will be working nights over the Christmas period so keep safe, look after each other and try to spend some quality time with friends and family.

How ever you choose to reflect on the year, however you choose to celebrate, I wish you all a healthy and happy new year.

An awful lot of work gone into ensuring the Police Federation of England and Wales is focused on its members. I'm confident this reflection process will make us stronger and united in our voice to support each other. There'll be more to come soon about our vision, values and mission.

North Wales Police's 2022 national Police Bravery Award nominee PC Clare Larkey-Jones has been honoured at a special reception hosted by Welsh First Minister Mark Drakeford.

Mr Drakeford, Welsh deputy minister for social partnership Hannah Blythyn and the minister for social justice Jane Hutt met the officers at the event in Cardiff on Thursday.

Police Federation national chair Steve Hartshorn, Welsh affairs lead Nicky Ryan and National Board member for the Welsh region Zac Mader were also at the reception at Cathays Park 1 which is the Welsh Government building in the city centre.

Clare said: "It was so nice to meet up with my fellow bravery nominees again, this time in our capital city - Cardiff. I thoroughly enjoyed meeting the First Minister, he was really interested in each of our stories and asked us questions. Jane Hutt and Hannah Blythyn were also very welcoming."

Speaking after the event, Nicky said: "We are extremely proud of the officers from the Welsh forces who were nominated for Police Bravery Awards this year.



Clare Larkey-Jones with the First Minister Mark Drakeford.

FIRST MINISTER HONOURS BRAVE CLARE

"Each of them has shown incredible courage in very difficult circumstances and although they have all played down the parts they played, they are fully deserving of this recognition from the Welsh Government.

"The reception at Cathays Park 1 was a fantastic event and I am so pleased the First Minister took time to meet and speak to the brave officers who give so much to their communities.

"During the reception, the ministers

took a real interest in the effects the incidents for which the officers were nominated for the awards had upon them as individuals and how they were subsequently supported.

"It is important that policing feels it has the support of the Welsh Government and events like this show the unique and

vital role our members play in Welsh society is recognised by our elected leaders."

PC Larkey-Jones was off-duty when she put her own safety at risk by stepping into the middle of a street brawl, preventing serious injury to the victim and what could have erupted into large-scale public disorder.



Clare takes part in a discussion with politicians, Police Federation officials and the other Welsh nominees for the bravery awards.





Clare (left) with the other bravery award nominees and the First Minister (centre).

With no protective equipment, she put herself in the middle of a group of men to diffuse the situation and protect members of the public from becoming embroiled.

PC Larkey-Jones, who broke off from a family holiday to attend the Police Bravery Awards ceremony in London last July, was thanked by the trial judge on behalf of the people of Caernarfon.

She was honoured at the Police Bravery Awards in London in July. Along with nominees from forces across England and Wales, Clare attended a Downing Street reception hosted by the then Home Secretary Priti Patel before an evening

awards ceremony. The Welsh regional award was presented to PC Nathan Davies of South Wales Police.

The Police Bravery Awards are organised by the Police Federation of England and Wales.

“ It was so nice to meet up with my fellow bravery nominees again, this time in our capital city - Cardiff. I thoroughly enjoyed meeting the First Minister, he was really interested in each of our stories and asked us questions.



Clare with Gwent's Sergeant Menna Watkins.



Clare discusses policing with the First Minister during the reception.

NOTHING TO SEE

Dan Ball, North Wales Police Federation workplace representative, says it's time to take off the tape covering the warning light and get down to fixing the problems in policing



I found myself watching a short video clip on social media the other day which reminded me very much of the state of policing at the moment, both nationally and, more importantly for you and I unfortunately, much closer to home in North Wales.

It was a video of a mechanic with a piece of black electrical tape in his hand. The camera was focused on his hand as he walked towards a car that was up on a lift. He then leant into the cab of the car and towards the dashboard.

As he did, you could see a bright and clear engine warning light glowing. This mechanic then placed the piece of tape over the warning light and covered it up while saying: "That's fixed now, no more problems, nothing to see here!"

This is a fantastic, and extremely depressing, analogy of where we are at the moment. I have, as many of you know, been trying for several years now to get senior officers to acknowledge the ever-building crisis in frontline policing - and I say frontline as this is where my experience lies not because I feel that things are that much better elsewhere within the organisation.

Again and again, I have hit brick walls built by senior officers holding bits of metaphorical black electrical tape in their hand. My last attempt was when we had an opportunity to speak to the now former Chief Constable Carl Foulkes at a Federation meeting earlier in the year.

As a result of that I felt that we may finally have got a bit of traction and that someone was now listening and accepting

that things were bad; very, very bad.

Not long after that I spent some extended time away from work due to mental ill-health - one of a growing number of officers and staff suffering from such issues, a connection perhaps? On my return, I was horrified to discover that nothing at all of any substance had been put in motion and that the message seemed to be "job done".

We simply cannot continue to think in this way. If you run an engine at full revs for long enough you will end up with catastrophic failure, this is an obvious fact. We are no different as individuals or as an organisation.

And with the prospect of "Austerity 2.0" coming, not that I was aware that austerity 1.0 had ever ended, things are looking even worse I am afraid.

I don't pretend to have the answers to the many problems we are confronting and don't envy those whose job it is to solve them, but it is way beyond the time when we should brace ourselves, pull that black tape from the warning light and actually get down to fixing the problems.

With the new Chief Constable now in post, is there any better time than now to announce some real and meaningful reviews of staffing numbers, practices and procedures, the systems we use and how we can push back on partners and reduce the tidal wave of non-police work that we end up doing?



If you run an engine at full revs for long enough you will end up with catastrophic failure, this is an obvious fact. We are no different as individuals or as an organisation.

FIRST EVER FEMALE CHIEF CONSTABLE OF NORTH WALES SAYS APPOINTMENT IS A 'REAL PRIVILEGE'

"I can see how passionate the officers and staff are at North Wales, their knowledge and their can-do attitude is very impressive," says Chief Constable Amanda Blakeman, the first ever female to be given the position in the Force's history.

Amanda joined North Wales Police – which covers the area where she used to venture to as a youngster on holiday – at the start of November, and said this is where her passion for policing began.

"There's a photo of me as a child on a fair ride. It was taken in 1972 while I was holidaying in Barmouth. I remember really wanting to be in the police car on the fair ride and knowing that I wanted to become a police officer. To lead the Force which covers that very spot is almost like life has gone in a full circle," explained Amanda, who has spent three years working as Gwent's Deputy Chief Constable.

Now, as she settles into leading North Wales Police, she speaks of how privileged she feels to have been appointed as Chief.

"When I received the news it was definitely a pinch-me moment," says Amanda, whose policing career stems back 30 years, when she first joined West Mercia Police.

"Admittedly, I'd never thought about getting to the top. Ultimately, I joined the police back in 1992, because I wanted to be an officer. But having spent three years as Deputy Chief Constable, the opportunity to become Chief Constable at North Wales came up and after visiting the Force and meeting the staff I applied.

"The assessment and selection process was definitely robust, I worked really hard to prove that I have the capability to lead a force. I feel proud to have been successful.

"When I began my career, there were barely any women in my team, let alone in senior positions. This is a real privilege and a huge step from where I first started.

"Policing has always been about the team you have the opportunity to work with. I have left an amazing team at Gwent to join an equally amazing team at North Wales."

Amanda says that she feels passionate about being a visible leader, and a Chief Constable who is seen, who listens and who has open, honest conversations with colleagues.

"The staff are putting their trust in me to lead them, but it's a two-way process. I need to know what's going on, I need to

Chief Constable Amanda Blakeman and North Wales Police Federation secretary Mark Jones.



hear from officers, so I can work to make things better for them," she added.

"North Wales really is a beautiful part of our country but there's a huge mix of communities here, some from rural areas and others from cities and towns. It's not just about being visible internally, but externally too. I want to work with all communities, and also help those areas which feel high demand during peak holiday season.

"I think the officers within North Wales have a clear desire to deliver policing across our communities. I want to get to know the hot spots and crime trends.

"And I'm being handed the Chief Constable baton from Carl Foulkes, who is leaving the Force in very good shape - I now want to build on the work he has done. There's definitely lots for me to get involved in."

Having spent the first 10 years of her career as a response officer, Amanda's career also includes working in the neighbourhood team, firearms and the investigation department.

"I think working in so many roles has helped shape my approach. My experiences are wide-ranging, and I have always worked hard to remain connected to the teams that deliver," Amanda added.

"I feel the passion and the frustrations.

We ask our officers to do an incredibly challenging job and ask them to deal with what can be extremely chaotic situations with limited information. Policing deals with and sees things that the public should be protected from. As leaders, I think we have a responsibility to focus on the wellbeing of our staff too."

As well as leading and supporting the Force, Amanda is keen to continue building strong relationships with the Police Federation.

"Although I want to encourage officers to speak to me, I know it's not always that easy. I want them to know the Police Federation is there for them, to offer support and answer any questions. It's important that we, as a Force, have an open and transparent relationship with the Federation, and we work together."

Having moved to Wales three years ago, to join Gwent Police, Amanda says the country quickly began to feel like home for her.

"There's a real sense of belonging. The communities in Wales and the people who live here are proud of their nation, and that's something that shouldn't be underestimated.

"Wales certainly feels like home to me, and I'm looking forward to starting my next chapter in this beautiful country."

POLICE DRIVERS WILL BE AFFECTED BY NEW LAW



Police drivers are being urged to read a frequently asked questions document giving guidance on new regulations which came into effect at the end of November.

The new regulations set out the prescribed training that will in effect give trained police drivers the better protection in law afforded to them under the Police, Crime, Sentencing and Courts Act.

"The new regulations will have an impact on officers trained to drive police vehicles," says Tim Rogers, police pursuits and driver training lead for the Federation nationally.

"Their driving will no longer be assessed by the standards of the careful, competent driver, as was previously the case, but will now be judged by those of

their careful and competent colleagues who have completed the same level of prescribed training.

"The change in the law, which means police officers' skills and professional training will be recognised, is welcomed but, as ever, there is a note of caution in that we must now ensure that all drivers are 'in ticket' with their training.

"My advice to any officer who is not up to date with their police driver training is very simple – don't drive a police vehicle because if you do you could be vulnerable to prosecution."

National Police Chiefs' Council (NPCC) police driving lead DCC Terry Woods has welcomed the legislative change: "I believe this is an excellent step forward for police drivers. Standardisation throughout the UK

on police driving courses is essential in providing a minimum standard to all officers and making the roads safer for all.

"I would urge officers to ensure they understand the new legislation and the importance of compliance with the relevant driving refresher requirements."

The regulations will be enshrined in law through The Road Traffic Act 1988 (Police Driving: Prescribed Training) Regulations 2022.

The new FAQ document has been produced by the Police Federation of England and Wales and the NPCC and aims to help officers better understand the new laws regarding their driving.

Read more and access the FAQs at nwpolfed.org – the news article was posted on 21 November.

CHARITY 'BAKE AND BREW'

PC Jacob (Jake) Roberts-Macbeth held a 'Bake and Brew' event in Llay, a joint awareness session and fundraising event for Prostate Cancer UK.

The event, on 8 December, was an opportunity for nurses from occupational health to promote the importance of getting checked but also a chance for officers and staff from Llay to take a short break and enjoy some lovely baked goods and a brew.

All the money raised will be used by Prostate Cancer UK to invest in radical improvements in diagnosis, treatment, prevention and support to stop prostate cancer being a killer.

The event came about because a close

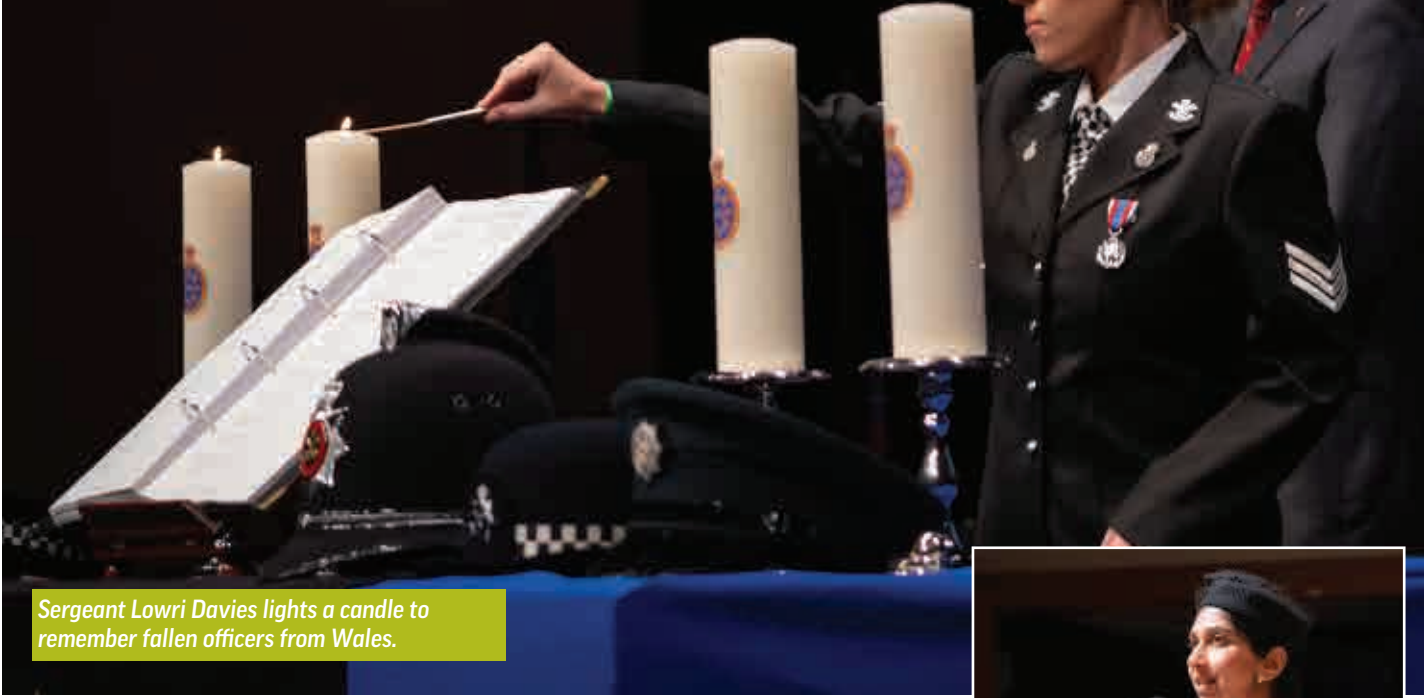
friend of Jake's, who is now retired from North Wales Police, began his battle with prostate cancer last autumn. Jake is running in the London Marathon 2023 with the aim of raising both lots of awareness and money for Prostate Cancer UK.

Jake said: "I've been honoured with a place to run the London Marathon 2023 for Prostate Cancer UK. I've pledged to raise as much money and awareness as possible. I signed up for this challenge as a close friend and retired police officer was diagnosed with prostate cancer last year, and I want to help ensure that families like Howie's don't have to go through what they are going through right now.

"This 'Brew and Bake' is a great opportunity to get away from your desk, spread some awareness about prostate cancer and enjoy some lovely cakes with a brew. My aim is to build on my fundraising effort, but more importantly, to get men to think about their health and get checked."

The Federation supported the event, bringing the ever-popular coffee machine and snacks from the welfare van. Branch secretary Mark Jones said: "Starting the conversations, raising awareness of prostate cancer and highlighting the fantastic PSA testing that is offered by North Wales Police is so important, so as a Federation we are delighted to support these events."

POLICE SERVICE REMEMBERS FALLEN COLLEAGUES



Sergeant Lowri Davies lights a candle to remember fallen officers from Wales.



Home Secretary Suella Braverman addresses the service.

The Police Federation of England and Wales joined the policing family in remembering officers who gave their lives in service at this year's National Police Memorial Day service.

The families, friends and colleagues of fallen officers joined police chiefs, officers and politicians for an emotional service, attended by around 2,000 people, at Belfast's Waterfront Hall at the end of September.

North Wales Police Federation was represented at the service by branch secretary Mark Jones who said: "I firmly believe National Police Memorial Day is one of the most important dates in the policing calendar. It is incredibly important that we honour those who gave their lives while serving their communities and that we show their families their sacrifice is not forgotten."

Leigh Godfrey, regional Federation rep, represented Wales and the South Wales branch, while Mick Antoniwi, the Counsel

General and Minister for the Constitution in the Welsh Government, attended and met families of fallen officers.

During the service, candles were lit by relatives in remembrance of officers throughout the country who have lost their lives, one from each of the four nations of the United Kingdom.

Representing Wales was Sergeant Lowri Davies, daughter of PC Terence John Davies of Gwent Police. He was 34 when he was hit by a stolen vehicle which failed to stop as he cycled home after a tour of duty at Maidee on August 23, 1990.

As a mark of respect for National Police Memorial Day, a number of force headquarters buildings across Wales were lit up in blue and the Welsh Government followed suit with the Cathays Park 1 building in Cardiff which it currently occupies.

Home Secretary Suella Braverman, who gave a reading during the service, said: "To all the officers who lost their lives while working to keep us safe, we thank you and we honour you."

"Their bravery and commitment to their duty was unflinching. Society owes them and their loved ones a debt we cannot repay, but it is one we will not forget."

"As Home Secretary I make a promise to

give police the powers and tools they need to do their jobs safely."

Liam Kelly, chair of the Police Federation for Northern Ireland, read the names of officers who have lost their lives during the past year – PC Daniel Golding, Metropolitan Police, PC Craig Higgins, Greater Manchester Police, PC Alex Prentice, Northamptonshire Police, and PC Darryl Street, Civil Nuclear Constabulary.

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played Abide with me and the Last Post was sounded.

Next year's service is due to be held at St David's Hall in Cardiff on 24 September.

To all the officers who lost their lives while working to keep us safe, we thank you and we honour you.



HARVEY HOWELL SOLICITORS: THE SAFE WAY TO SETTLE THINGS IN DIFFICULT TIMES



FREE BESPOKE ADVICE SERVICE ON WILLS, TRUSTS AND POWERS OF ATTORNEY FOR NORTH WALES POLICE FEDERATION

Harvey Howell Solicitors are working with North Wales Police Federation to help you and your family settle your private affairs during this difficult time. This is done in a meeting or in a confidential telephone or virtual consultation and is a great way to settle things safely.

WHAT DO YOU NEED TO THINK ABOUT?

- // Many homes and therefore planned inheritances for children and grandchildren are being lost to pay for care – can you do anything about this? We can help guide you through this complex area of law.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.
- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands – we can help your family have the final say through Lasting Powers of Attorney.
- // Don't leave your estate to disabled children who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it – put it in trust for them.
- // Don't give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.

- // Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your children's inheritance is administered by their surviving parent with whom you may no longer have a good relationship.

THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US

We will take account of your personal circumstances and we will, at no cost to you, set aside time either in a meeting, telephone or virtual consultation advise you:

1. Whether and how you might be affected by some of the many common problems which could cost you or your family dearly.
2. Set out some solutions to fix those problems.
3. With clear, competitive and transparent pricing – and with no obligation – tell you the cost of doing so.

WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at federation@harveyhowell.co.uk; or
- Call us on **0151 928 8597**

LET US HELP YOU SETTLE THINGS SAFELY

AWARD-WINNING DUO

Inspector Rob Rands and PC Annie Halstead have won the “Police Now and Student Officer” category in the 2022 Tilley Awards.

Rob and Annie were the overall winners of the North Wales Police POP Awards earlier this year.

On 20 March 2020, Annie was on nights when she attended a report of suspicious activity and possible theft at a hotel in Llangefni. Three males had tried to steal nearly £18,000 using one of the hotel's chip and pin - or Process Data Quickly (PDQ) card - machines.

Luckily, Annie had previous experience of working in hospitality and using these machines, which allowed her to identify what transactions had been attempted. It's likely that most other officers, without the same experience, wouldn't have known how to do this.

This was where Rob became involved and, after a detailed investigation and extensive problem-solving work, it was identified that this was a national problem. Escalation within the Force allowed this to be raised on a national level, resulting in raised awareness and changed processes to prevent further offences.

Annie designed a leaflet to go to businesses and, together with Rob, has engaged with UK Finance to change how devices are sent out, ensuring each has a unique pin and monitor unusual transactions etc.

It is conservatively estimated that



Annie and Rob's work has prevented losses nationwide to date for business using these devices of approximately £2,236,000.

At the fourth annual Problem Solving Conference, held this year on 18 October at St Georges Park, Burton upon Trent, Annie and Rob won their category.

They then re-presented their work to the conference delegates (400+ people) and the six judges (who included Professor Nick Tilley) at the conference.

The 15-minute presentation was followed by 15 minutes of questions.

They received the highest number of votes from the delegates but, after a very close vote by the judges, came second in the overall competition. This was an amazing achievement, especially as this is the first time that any application from North Wales Police has ever won a category, and on this occasion there were 119 entries.

The next step is the International Goldstein Award which is being held in Arizona in 2023.

We wish Rob and Annie good luck!

NEW HEALTHCARE SCHEME

From this month (December 2022), North Wales Police officers and staff will be able to join the Northern Police Healthcare Scheme (NPHS).

The scheme pays private expenses for treatment designed to cure or alleviate acute medical conditions or ailments and provides this private medical care to members at a reasonable cost, representing very good value for money which is considerably lower than most other schemes.

Plus membership of the scheme also includes Police Treatment Centre membership for officers and frontline police staff (currently PCSOs, crime scene investigators and civilian detention officers).

Scheme members also have the opportunity to rent the Northern Police Healthcare Scheme barn conversions in Wandylaw, Northumberland at vastly discounted prices.

Mark Jones, North Wales Police Federation branch secretary, said: "We all know and are aware of the immense pressures the NHS is currently facing, nevertheless, we will always have colleagues who experience acute medical conditions, where delayed treatment can exacerbate symptoms.

"With that in mind, we were keen to offer a competitively priced private medical care option to officers and police staff, and the Northern Police Healthcare Scheme

offers a relatively reasonably priced option for accessing treatments.

"It's important to highlight that this scheme is run by police, for the police and is not for profit which enables the subscriptions to be kept so comparatively low. Plus, there are many other benefits available to scheme members, such as inclusive PTC membership (for officers and eligible police staff) and access to the barn conversions at discounted rates. As such, it is a scheme that we feel perfectly complements our Group Insurance Scheme."

See pages 26 and 27 for more details, and visit the web page <http://www.nwpolfed.org/northern-police-healthcare-scheme/> to find out how to join.

DISPELLING THE MYTHS AROUND PIPS



By Scott Martin, North Wales Police Federation workplace representative

I recently attended a week-long course to become an accredited Police Federation Post-Incident Procedures (PIP) rep.

The course was run by the Police Firearms Officers' Association (PFOA) and was up there as one of the best courses I have done, although it was long days and heavy going.

Since then, I have been a rep for several PIPs so thought I would use this article to talk about the process, shed some light on the whys and whats and try to dispel some myths.

The two biggest points about a PIP are:

- **It's all about welfare, and**
- **If you are involved then you are a witness, not a suspect. In the immediate aftermath of an incident, it may seem uncomfortable and even scary being asked to keep your body-worn video switched on and then being whisked off to a PIP suite, but it is all done with the best intentions. Our ultimate aim is to ensure that there is a fair, transparent and objective process, while ensuring that the officers' welfare needs are at the forefront. We will make sure you are provided with a secure and comfortable room, refreshments, change of clothes (if needed), contact with family and transport home.**

Firstly, why would a PIP be called?

A Post-Incident Procedure (PIP) refers to the processes that are followed in all

situations following police contact where

- **A death or serious injury (DSI) has occurred**
- **Failings in command have been revealed**
- **Danger has been caused to officers or to the public**
- **It is in the public interest.**

So, who takes part in a PIP?

If a PIP is declared and you are asked to take part in the process then you are being treated as a Key Police Witness (KPW).

This process is for witnesses only, so if you are taking part then you are being treated as a witness. A KPW is an officer or police staff member who can give direct evidence of the actual incident, how the DSI occurred or the circumstances that led up to it.

This could be the officers in the pursuing police vehicle, the officer who restrained the suspect, the Force incident manager (FIM), incident commanders, Tac advisers, the dispatcher; the list is endless. You should be transported from the scene to a designated Post Incident Management (PIM) suite as soon as possible after the PIP has been declared.

What is a non-conferring notice?

As soon as a PIP is called then a non-conferring notice is given to all KPWs. This is a notice advising everyone involved not to discuss the incident and their actions. This is done so that KPWs can record what their "Honest held belief" of the circumstances of the incident and their actions are, and let's be honest, only one person can ever know what their own honest held belief is, so there is no need to confer.

The Four Stages of a PIP:

Stage 1 – situation report. This should be sufficient to inform others who will manage the ongoing incident and for you to seek support, usually from the scene.

Stage 2 – PIM basic facts. Where possible this information should come from a source other than the main KPWs who have been directly involved. This is enough information for the Post-Incident Manager (PIM) to assess who is a KPW among other things, they may be subject to legal advice where appropriate and can be in a written or verbal format.

Stage 3 – personal initial account (PIA). This account is provided by you, you are entitled to have legal and medical advice and it

should normally be provided prior to you going off duty. It should include:

- **Your full identity (pseudonym if applicable)**
- **Your understanding of the operation**
- **Your role in the operation**
- **The essential details of your recollection of the force used**
- **Your honest held belief that resulted in any use of force.**

Stage 4 – detailed account. These accounts are not generally obtained immediately but are normally left until you are better able to articulate your experience in a coherent way. This is normally at least 48 hours after Stage 3. This account is your full recollection of the incident. You can view any reference material to assist you making this account (BWV, ICAD, radio transmission recordings, original notes, your relevant training records etc).

A PIP trained, experienced solicitor will be arranged for Federation members by us for you. You may think that if you are a witness then why do you need a solicitor to help you make a statement? We do them every day after all, these solicitors are very experienced in not just the law but also Police Regulations, PIPs, Crown Court and coroner's inquests.

They won't write your accounts for you, but they know exactly what information you need to put in them, what you don't need to put in them, how much detail to go into, what might come up later – if you put this in your accounts it may save you having to go to an inquest to give evidence.

An officer I supported at a recent PIP turned to me after his Stage 4 account and said: "Wouldn't it be good if we could have a Phillip (the solicitor) with us for every statement we write?"

I can't emphasise the benefits of the process enough. It may feel at the time that it's a pain in the proverbial for you to be taken to a PIM suite at the end of a night shift and have to remain on duty for another four hours on your first rest day, but doing this at the time will not only assist you with any subsequent investigation but will undoubtedly save you time and grief later down the line, maybe years down the line, in any subsequent inquiry or hearing.

If you want to find out more about the process, contact the Fed office or a PIP trained rep.

INVESTMENT IN DEVELOPING SUPERVISORS AND MANAGERS

Force organises Inclusive Leadership Workshops



By Ceri Hawe, North Wales Police Federation equality lead

North Wales Police is making its biggest investment for the last 15 years in the development of all first and second line managers.

Along with 12 other UK forces, it has signed up to a pilot scheme for Inclusive Leadership Workshops, which are led by Durham University Business School.

A common criticism levelled at police forces is that officers and staff are not prepared well enough for when they undertake supervisor or management roles. For some this comes more naturally than others.

At some point we have all probably had a poor supervisor or manager, or possibly even been one ourselves. A good one will have a positive effect on their staff and their quality of work, while a poor one will impact negatively on them. Fundamentally, people are our most important asset.

Our workshops will start on 10 January 2023 and will be delivered over an 18-month to two-year period. Workshops last four days and will be delivered by the facilitators listed below, a mix of current and ex-police officers and staff with a wealth of valuable experience.

Course facilitators

- Myself, Inspector Ceri Hawe
- Marc Gregson
- Samantha Forrest
- Jennifer Hutchinson
- Three external facilitators.

As equality lead for our local Federation

branch, I am really excited to be involved in this work. It's a great opportunity for officers and staff to reflect on their leadership roles and to see what they can take from the workshop that will aid them in the workplace.

It will help them understand why concepts like flexible working, workplace adjustments, and workforce diversity are so important and will help build them better teams with wider skill sets.

The resultant benefits will be more supervisors and managers who are people-focused, supportive, aware and inclusive leaders, and who will have a positive impact on the officers and staff they manage.

Ultimately, this should result in increased inclusivity and wellbeing, and enhance organisational performance.

This is a great opportunity for those on the workshops to focus on themselves. It will be a challenging and, at times, emotional journey for some.

Course objectives

- To promote inclusive leadership within North Wales Police
- To equip leaders with the knowledge and understanding to build inclusive teams
- To use evidence-based management research from Durham University Business School to support inclusive leadership.

Julie Brierley, head of training and development, is the executive lead and course director. Discussing the value of the workshops, she said:

"This leadership development will draw on first and second line manager's insights and experiences as leaders in NWP. These sessions create a safe learning environment for supervisors to discuss the evidence base and explore and reflect on their own experiences in policing that will equip them in their roles to create positive and inclusive team cultures.

"A supportive manager is the most important factor in people performing at a high level and consistently going the extra mile because they feel supported and that their effort makes a difference. Supervisors will leave the course with a renewed motivation to be the best leader they can be for their teams and to understand the power of supportive leadership. Our vision is to become 'institutionally inclusive' and that means we value the difference and diversity within our teams and support everyone to thrive and reach their full potential."

Temporary Superintendent Jon Bowcott in corporate services has been working with Julie to progress the workshops.

He said: "This is a really important programme for the Force. Often, we get asked about training our supervisors on things like managing incidents like missing persons enquiries or serious crime, and we will be delivering that to our frontline supervisors over the coming months, but what we haven't done in a long while is dedicated time and effort in supporting our first and second line managers to lead people.

"That is what this programme seeks to do, to make our most valuable asset (our people) better able to understand and support their teams. The value that we put on doing that cannot be overestimated."

Inspector Essi Ahari was involved at an early stage in gauging the suitability of the workshops and their associated benefits.

He said: "I am going to use Charlotte Sweeney's words - 'Equality is being invited into the room. Diversity is getting a seat at the table. Inclusion is sharing your views and being heard'. Please embrace, support, and make this happen in our organisation.

"Developing supervisors and managers can only be a good thing. They look after our teams, our people, that is something that can never be underestimated. It's the most important aspect of what we do. If our people aren't being treated well, how can we expect them to deliver what the public expects?"

Mark Jones, secretary of North Wales Police Federation, added: "The demands placed upon our supervisors continue to grow and real, qualitative, training for our supervisors has not been as in-depth as it should have been previously, so we warmly welcome this new leadership workshop programme.

"Having a supportive programme to nurture the requisite skills for leadership is essential and it is fantastic to see this opportunity being opened out. Our wish is that this training is widened to all line managers from sergeant up to Chief Constable so that we become a truly inclusive organisation."

Liz Mitchell, branch secretary of UNISON, said: "UNISON fully supports this leadership workshop programme. It is important that we provide our leaders with the right skills to give them the confidence to manage their teams and create a positive work culture. This will ensure the organisation has an inclusive workforce and reduces staff turn-over."

TACTICAL FLIGHT OFFICER ATTENDS WOMEN OF THE YEAR LUNCH AND AWARDS CEREMONY

By Caz Roberts-Simcock

I had been pottering at home when I received a text message from my husband which read: "Check your emails, don't be mad with me and please don't say no!"

What on earth had he done? So, with trepidation, I opened an email to see an invitation addressed to me to attend the Women of the Year lunch and awards at the five star Royal Lancaster hotel in London on 10 October 2022.

I hadn't heard of the event before and, as most people would do in that situation, I went straight to Google and began my research. As I opened the website, I was greeted with images of Dame Esther Rantzen, Baroness Floella Benjamin and Her Majesty The Queen Consort to name but a few; all of whom had attended the event in previous years and certainly not the usual company I have for lunch dates - no offence to the ladies I would normally meet for a lunch date.

My initial thoughts were, no way was I going to such an event and if I did then imposter syndrome would be on a stratospheric level. However, as a day or two passed, I began to realise that it was an amazing opportunity to be invited. The one thing I did know was that a lunch event such as this warranted a new dress at the very least.

As for the explanation to how I received the invitation, it was thanks to my husband Dave who has been a part of the North Wales Police family either employed or in a volunteering capacity for almost 30 years. Upon quizzing Dave about the content of the nomination form his recollection was vague but what he could recall was that he wanted to nominate me for my work as a Tactical Flight Officer and Training Officer for the National Police Air Service, a role I am proud and privileged to do.

According to Dave, I didn't fit the criteria for the award categories this year, but he nominated me nonetheless.

With a sharp intake of breath, I accepted the invitation and then with a week to go before the event I received a phone call from my table host Lady Louise Vaughan.

Lady Louise is the granddaughter of Lady Lothian who founded the Women of the Year lunch in 1955 with Odette Hallowes and



Caz with Baroness Floella Benjamin.

Georgina Coleridge. Women of the Year is a not-for-profit organisation run by volunteers, whose aim is to continue the legacy of Antonella 'Tony' Lothian by recognising, celebrating and advancing the achievements of women throughout the United Kingdom and the world.

So, on a gorgeous sunny autumnal day,

Dave and I were on the train to London. I was nervous but excited too. I arrived at the hotel at midday and, after posing for the obligatory photos, I headed inside. As much as I didn't know anybody, I was comforted by the thought that the majority of the 450 women attending didn't know anybody else either; whether that was true remains to be seen but



Caz outside the Royal Lancaster hotel.

it worked to keep my heart rate down.

Once I had collected my name badge, I had my photo taken while standing on a red carpet. It did feel very glamorous but also very odd. Prior to the lunch, canapes and fizz were served.

I was on Table 29 so I made my way to a table with a sign 26-29 where all the ladies from those tables were stood. I met two fabulous ladies one of whom was a retired cardiac surgeon and the other a chemistry teacher from the United States of America. It was lovely that they were genuinely interested to hear about my 'day job'. I then met Lady Louise who was very welcoming and quickly put me at my ease.

At 12:30 we all made our way into the Nine Kings Suite. The room was buzzing with energy and excitement and, as we were seated, the broadcaster Clare Balding was also on my table, along with Yvonne Bajela who was to receive an award that day for 'Funder of the Year'. I was sat next to Yvonne who is a venture capitalist and also an advocate for female entrepreneurship, and very much down to earth too. I looked across to nearby tables and could see news anchor Julie Etchingham, Lorraine Kelly, Vanessa Feltz and Vicky McClure to name but a few.

After a delicious two course lunch, the awards began and were hosted by Mel Giedroyc who not too long ago was one of the hosts of the Great British Bake Off.

Over the next hour the award-winners

were announced and invited onto the stage. One of the award winners was Nzambi Matee, an inventor and entrepreneur from Kenya, whose company recycles plastic waste to make into bricks that are stronger than concrete. Nzambi spoke of her journey to perfecting her first brick - this process took nine months, however, she now employs more than 100 people, and the possibilities are endless.



Another award-winner was teacher Kath Tregenna who in 2019 almost died of sepsis and devastatingly had to endure having part of all four limbs amputated. Kath is still teaching thanks to her prosthetic limbs including her "hero arms". Kath's story was tragic but inspiring too - she certainly was a worthy winner as 'Woman of Courage'.

At the conclusion of the awards, there was an opportunity to speak to people and personalities from other tables. Lady Louise told me: "If you see someone you want to speak to just go and do it."

I was able to congratulate Nzambi Matee

in person and also another award-winner Colleen Wong who received the award for 'Innovator of the Year'. In terms of celebrities, the lady I wanted to meet most of all was Baroness Floella Benjamin. When I approached her, she was lovely, shook my hand and asked about my role. I was certainly starstruck.

For those, dare I say, old enough to remember the television programme 'Playschool', it was a joy to meet the lady who, as a child, I had copied by putting Polo mints onto my hooped pierced earrings... and for those too young to know - it was a thing!

I thanked Lady Louise again for the invitation and left the event feeling utterly grateful, uplifted and inspired to have been in a room with such wonderful women. The lunch certainly wasn't about the celebrities but the celebration of the amazing achievements of women of the class of 2022.

The Women of the Year promotes each year's lunch with the ethos that all attendees are 'Women of the Year' so despite not receiving an actual award, my experience was amazing and an afternoon that I will never forget.

My promise to Lady Louise was that I would promote the lunch to my colleagues in policing so to anyone reading this who has someone in mind to nominate for 2023's lunch, please don't hesitate. I would love others to experience this joyful and enriching experience.

<https://www.womenoftheyear.co.uk/>



“Pedal faster... I need



to charge my phone!"

WELFARE VAN TEAM INVALUABLE SUPPORT

The North Wales Police Federation welfare van was deployed to London to support officers involved in the policing operation for the Queen's funeral.

Mark Jones, the branch secretary who has been with the Force for 19 years, and Jayne Humphreys, the communications and case officer, took the van to London.

This is their story.

We went as part of the Federation welfare mutual aid response, so took our amazing welfare van to provide sheltered rest area and valuable hot and cold refreshments to both mutual aid and business as usual teams across the Metropolitan Police area. We spent the day of the funeral at Charing Cross police station, where we saw pretty much every officer that lined the route and policed the general policing of the event.

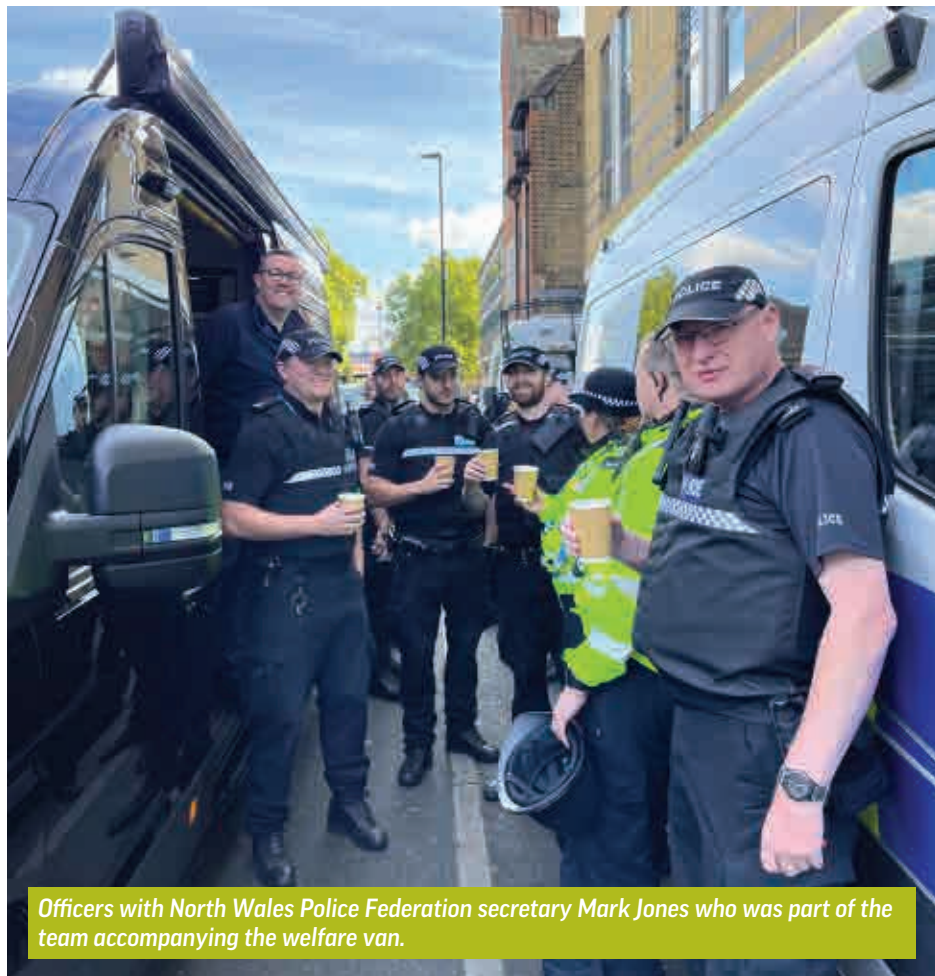
We found out we would be attending on the Thursday, so there was not much notice, although we had indicated our availability and had been expecting the call to go. We were one of six welfare vans invited to attend and felt honoured.

We drove down on the Friday, arriving at Federation HQ (where we stayed) in time for a briefing about the following three days. On the Saturday we travelled to north London, specifically Collingdale and Wembley, to see business as usual officers, who were incredibly grateful to see us after an already busy and demanding week.

On the Sunday we stayed south of the River Thames initially at Wimbledon police station, and then spent a busy few hours with North Wales Police officers in Lambeth, then with Merseyside officers in Southwark Park before making our way to Hendon to meet more than 700 Police Scotland officers, who arrived around 9pm after a long drive from Scotland in convoy. There were over 90 carriers!

On Monday we were based in Charing Cross police station. We had no idea how many officers we might see but had stocked up just in case. It was a good thing we had as we saw more than 2,000 officers – all officers both lining the route in No 1s, plus the officers who were behind the barriers with the public all came though Charing Cross.

We've never seen so many police officers in one place, and all were so grateful for the serviced we provided. We completely ran out of food and drink and had to call on our colleagues from Dyfed Powys Federation to bring more stock. It was amazing to hear



Officers with North Wales Police Federation secretary Mark Jones who was part of the team accompanying the welfare van.

about the experiences of individual officers.

As expected, the entire event was policed professionally and compassionately. Our experience was that all officers, both MPS business as usual officers, and those on mutual aid felt immensely privileged and honoured to be part of this momentous and historical occasion.

We all know that plans have been in place for Operation London Bridge for a number of years, nevertheless the speed and professionalism with which it was pulled together demonstrated immense flexibility, adaptation and willingness from all involved.

We did not have any engagement with the public as we were very much 'behind the scenes', although our impression from officers was that engagement and the overall mood from all involved was very positive, respectful and sombre.

We were incredibly proud to be able to play a part. The focus was rightly on

supporting and managing the public, however, we were proud to play our small part in a very big operation in supporting our colleagues.

We felt very privileged to just be there. It's a bit of a JKF moment, and we'll always remember where we were for such a momentous and important event.

It also made us reflect on and recognise the value of Federation involvement at these major events, firstly in providing a mobile Federation facility, providing a valuable BAU service to members, such as advice on non-funeral related matters and being a visible Fed presence to support our members from all forces.

It made us realise the value of the vans themselves in providing respite and sustenance in challenging surroundings – there are differing viewpoints from different branches, for a variety of reasons, but for us being able to provide an agile response to assist members is so important.

'AN HONOUR AND A PRIVILEGE'

With more than 26 years' service under his belt, Chris Jones is currently based in Operational Training HQ and was part of a Level 3 deployment for the funeral in a mixed unit of NWP and Cumbria officers covering the South Albert Embankment from Westminster Bridge to Lambeth Bridge.

He found out just a day earlier that he would be involved in the policing operation and arrived in London on 11 September but said it was an absolute honour to be part of such a huge occasion, one that would not more than likely not be seen in the UK again.

Chris tells his story:

We were covering the same area as mentioned above for eight of the nine days we were deployed, working 5am to whenever each day, and not less than 12-hour shifts.

The area we covered was the original starting point of the queue to view the Queen's coffin, which was lying in state at Westminster.

The first few days were generally slow going, until the line started to grow and move, whereby most of the time we were there for high visibility patrols to reassure the public, prevent and deter crime and also to look after the welfare of those present.

This area was quite demanding as most of the world's press were camped there, so we were having to deal with competing expectations and frustrations from all concerned.

A number of celebs were also spotted within the lines, including myself, with me appearing live on national TV!

Due to the public being in the line for a number of hours, tired and cold, first thing every morning myself and PS Rhodri Ifans would walk the queue on our "patch", greeting everyone with a smile on our faces to keep their spirits up.

This area was also the scene of an



Mark Jones with Chris by the welfare van.

impromptu royal visit whereby King Charles and Prince William descended upon us and, throughout the week, many high profile MPs and police officers were in our area of responsibility.

On the day of the funeral itself, we policed part of the route from London to Windsor Castle, again ensuring and doing our bit to ensure its smooth facilitation.

On Day 10, we travelled home, rather

tired and weary, with sore feet and legs, having had the honour and privilege to police and be part of one of history's biggest events.

To be fair, having policed many large-scale events over my policing career, yes, there were some slight teething problems at the very beginning, however, in fairness the Met pulled out all the stops to accommodate our needs.

DC 'OVER THE MOON' TO BE PART OF THE POLICING OPERATION

Danielle Craig is stationed at Llay DHQ as a DC within Eastern CID and has been with the Force for eight years.

Her role was as a Licensed Search Officer (LSO), as part of a team of seven (six searching and one as a team leader).

The role of the team was to search members of the public who had queued to see The Queen lying in state.

Two other NWP LSOs were at the main gates at Windsor, also searching members of the public.

Danielle says the selection ultimately

came down to availability and resourcing.

She explains: "I know every member of the search team in NWP would have loved the opportunity to go down so there were a lot of people disappointed they could not be released. We all felt very lucky to have been able to go.

"I certainly felt badly for others who weren't able to go along, but I was obviously over the moon to be part of the team going. From the moment I found out, and throughout the deployment I couldn't quite believe it was happening. It was

very surreal."

Recalling the deployment, Danielle says:

We travelled down as a team in one carrier; luckily for us our team leader Rich Boyce is a transferee from The Met, and he was our driver... so he knew the way and we didn't have to worry about navigating our way around central London. We didn't know what our deployment would be until we arrived.

We went to a reception centre that had been set up in Regents Park where there

Feature continued overleaf

were hundreds of other LSOs from England, Wales, Scotland and Northern Ireland waiting to find out their deployments. We were given an introductory talk and then told about our deployment. We were given a demonstration on how to operate the equipment we would be using and finally we were told which hotel we would be staying at. We arrived at our accommodation at about 9pm that night.

We were told that we would be working night shifts all week which we were initially a little disappointed about but, as it turned out, this worked really well as we were able to spend our first day in London sightseeing, and each afternoon - once we had woken up - we had a few hours to explore before being back on duty.

Each evening we drove to The Houses of Parliament and took up a spot on one of the 15 search lanes which operated almost continuously for 24 hours a day throughout the period the Queen lay in state. There was a constant stream of members of the public who had travelled from all over the world to queue for hours on end, and as they came through our lanes, they were searched to ensure no prohibited items were allowed through.

On our final night, which was the night before the funeral, we continued working beyond the last of the people who came to see the Queen lying in state and provided a search service to some guests who attended the funeral itself.

It was the birthday of one of our team (Chris Byron) that morning so we had a very tired breakfast once we were back at the hotel, with some special birthday pancakes having been made up by the

hotel which was a really lovely surprise.

It was staggering to comprehend how such a huge event could be pulled together. We were all really impressed and felt very well looked after. My overall impression was that it was incredibly well organised.

It just felt very special to be there and to be a part of it. I think every police officer deployed on mutual aid felt the same. We were all pinching ourselves as we couldn't quite believe the surroundings we were working in. The event felt very historically important and I'm sure I will never forget it.

Our role meant that we were engaging constantly with the public. The flow of people just never stopped or quietened. I couldn't believe how far some people had travelled; we spoke to lots of people who had flown in from other countries just to join that queue!

There were so many people who told us that they had made friends in the queue just from walking along and chatting with them for so long. One of the nicest things was to come back to Force after the event, and discover that a member of public had gone to the effort of submitting an expression of thanks. She said that she had passed through a search lane of North Wales Police officers and that they were friendly, helpful and made her 11-hour process easier! I felt really proud of our LSOs for that.

The highlight had to be sitting on the terrace of the Houses of Parliament each morning and looking over the Thames while we had our refs in the early hours of the morning. On the morning of the funeral especially, the sunrise was beautiful and it felt a real honour to be there.

Jason Diamond, who has been with the Force for 25 years, is an RPU sergeant based at Llandygai, Bangor.

He was VIPEX team leader for North Wales along with PCs Phil Paddock, Owain Roberts and Robert Williams and, while prepared for the deployment from the time of the Queen's death, only found out a few days earlier that he would be deployed.

Nevertheless he said he felt 'honoured, excited and nervous'.

Jason tells his story:

We had been asked to deploy on Thursday 15 September. But to be at a briefing location near Regent's park by 11am, which would have meant leaving home at 3am and riding down to London in the early hours, knowing how these things go, I realised that Thursday would be a very long day and it wasn't practical to travel down that day.

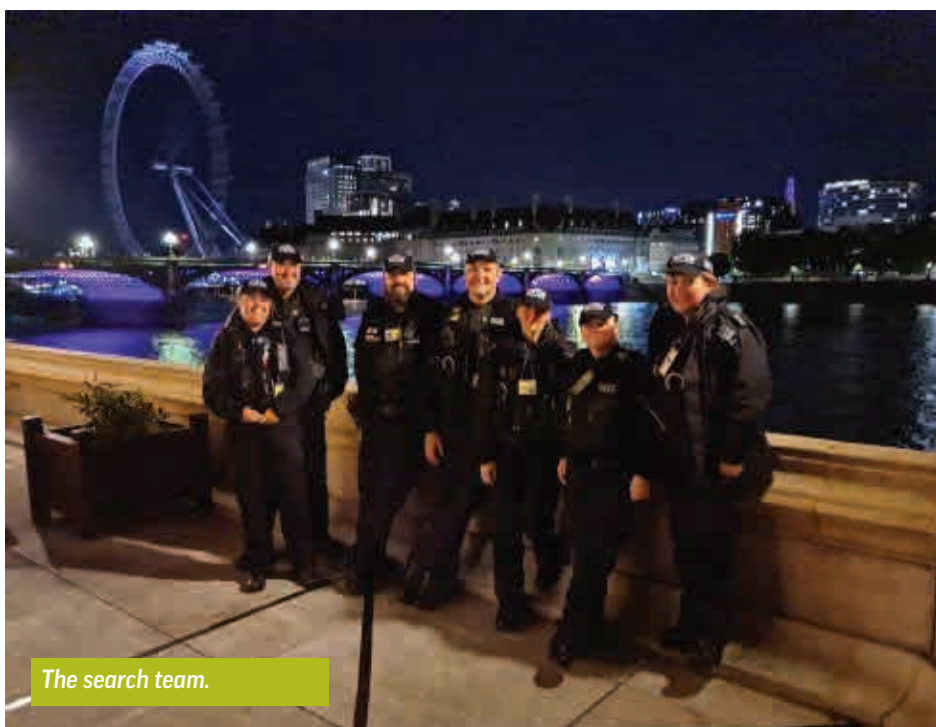
I voiced my concerns and our Ops planning department were fantastic in initially agreeing with me and then setting about getting us somewhere to stay nearer to London on the night before. We actually stayed at Federation House, Leatherhead which was my first visit and I was really impressed with the venue.

Thursday 15 September

We rode into London and attended the initial briefing at 11am with a large group of other force VIPEX motorcyclists as well as some firearms and specialist units, we were given our Met radios, allocated hotels and I, as team leader, was asked to attend another briefing at 18:30 that evening.

So, from this briefing, we travelled to Lambeth Police Station, our base for the motorcycles for the deployment period, and sorted out our hotels. Later that evening I travelled to the MET SEG (Special Escort Group) police station and was briefed on Operation London Bridge and the expectation for us as a team for the next few days. We were not allocated a principal at this point but we were allocated a VIP the next day. I returned back to the team and briefed them as to what the expectations were.

We shared a hotel with a number of



The search team.

'AN EXPERIENCE I WILL NEVER FORGET'

other motorcycle teams, many of whom we saw on each deployment and we meet and greet with them.

The next day is spent mainly on foot conducting recces of Westminster and Chelsea. The ever-changing road lay-out due to closures being stepped up as days got closer to the funeral was quite a challenge, as every 12 hours there seemed to be a different lay-out and more roads closed with barriers. Our bikes were issued with vehicle access passes and we had to learn which



closures we could use and which we couldn't.

On Saturday 17 September, we were advised that we would be the motorcycle team for the King and Queen of Jordan. We spoke to his personal protection officer and learnt of his home address and his itinerary for the coming days and from here on in we were able to concentrate on recce's that were particular to our principal's movements.

On a recce down to Windsor we saw, but didn't meet, the Earl and Countess of Wessex (Prince Edward and Sophie) as well as meeting the Chief Constable for Thames Valley Police who thanked us for our

deployment and explained just how much work had gone into the Windsor planning.

Having late updates to the principal's plan meant we were sitting at Farnborough Airport at 11pm on a Saturday night having a brew with the airport security. Now that was a long day...

On Sunday 18 September, we were up early for our final recces before attending at our principal's home address and then we began our escorting duties for the day.

We did have a few minor dramas. We needed to travel onto Hyde Park Corner and while out recceing that afternoon we met up with two of our North Wales RPU colleagues who had been deployed as RPU officers to the event. They informed me that at 4pm that day they would be closing a road and Hyde Park Corner (a road we were intending to use) which would send all the traffic generally in towards our principals H/A. It was quite funny in a sense that chaos was about to be caused by my own officers - obviously not their fault!

And secondly due to all the closures, the vehicle that was due to pick up King and Queen and Crown Prince of Jordan who were due to attend a function at Buckingham Palace was stuck in North London somewhere and our PPO was desperate to try to get it back in time, thus asking if we could send a couple of my team to find and escort back.

We attended to the request, with only me and Bert 2482 remaining with the principal, only for the clock to run out and ended up with only two of us escorting the highest members of the Jordanian royal family to Buckingham Palace, an unusual sight in VIPEX terms, but we got them there on time with no other dramas and we were joined by our colleagues before the end of the function for an easier run home.

There were a couple of other escorts that evening before we were stood down.

The day of the funeral was a bit better paced and we managed to get an online briefing and watched the initial part of the funeral. As our VIP had to follow protocol and be carried to the Abbey by bus from the Royal Hospital Chelsea, we were redeployed to convey packs of diplomatic vehicles from London to Windsor so that they were in place to collect their principals following the end of the funeral at Windsor. It was a relatively short day for us on the bikes that day completing our tour of duty and our mutual aid duties at 7pm.

We were stood down on Tuesday 20 September so we managed to get a few obligatory photos done - outside Downing Street and a team photo on The Mall before returning to the briefing hub to return the

kit and start the journey home.

Overall, a real experience, some interesting venues and people and for most of it, it stayed dry... which is always a bonus on a motorcycle!

Having some experience of planning and organising events, I can only imagine the various aspects to London Bridge. From always having a plan in place, to knowing that one day it would need to be implemented and then to do so at relatively short notice was nothing short of miraculous and it has to be said that it was also with the cooperation of all the other forces involved that it went so well... or at least from my point of view it went well.

The number of people in London was unbelievable, I'm sure we're probably on several thousand camera phones around the world. We were welcomed by the Met and the people of London, they always seem drawn to the Heddlu on the motorcycle and had several photos taken with members of the public and a few kids got to sit on the bikes.

While it was a very sad occasion to be in London, the public seemed to be celebrating the life of the Queen and celebrating the monarchy and were happy to chat with us and share some stories of where they had come from to be in London at the time.

We had quite a few Londoners thanking us for our attendance and coming to help for such an occasion.

I'd have to say that there were a couple of disgruntled motorists around when the road closures went in proper, but that was to be expected and we got away with: "Sorry sir, I'm from Wales, I hardly know where I'm going" which usually ended up with a smile and some funny quotes (even some I can't share!)

The highlight was just being asked to deploy, having previously worked with the Duke and Duchess of Cambridge when they lived on Anglesey. Having been invited to their wedding, and having previously met King Charles, it was something I really wanted to be a part of and if I was never to be deployed to London again during what little time I have left with the Force, then I'd be satisfied that I was lucky enough to have been deployed to this event.

There were some very long and tiring days but we all knew that was going to be the case as it is with any mutual aid deployment, so I can't say I had an issue with any part of it.

The whole experience was one I will never forget; I was proud to have been a part of it and the memory will live with me forever.

MOTORCYCLIST WAS ON DUTY IN EDINBURGH

Steve Richards had just returned from a motorcycle trip to Italy and went into work to sort out his bike for an advanced refresher course when he was told he was going to Edinburgh to assist with VIPEX duties.

"I'm led to believe that due to the short notice people were selected according to who was available to go, so I guess I was in the right place at the right time," explained Steve who is based in roads policing unit in Llay Wrexham and has been with the Force for 20 years.

He was part of the Operation Unicorn VIPEX team and said he felt very privileged to be involved, adding: "However Operation London Bridge had been on every police motorcyclist's mind for the last few years. I wanted to be part of it as it would have been the highlight of my career so far."

Steve and PC Phil Robinson departed Llay at 09.00hrs, after having to replace a bike with a puncture, and headed north meeting up with GMP and Merseyside officers at Penrith Police Station and, after a short break, reached

Edinburgh HQ at around lunch time.

"To say it was busy would be an understatement, there were firearms officers everywhere all queuing to store their weapons," he explained. "I thought, as did we all, that Police Scotland pulled it out of the bag at very short notice. Everyone I spoke to had a smile on their face, no one complained and just got the job done regardless of the task."

"Everyone pulled together from the public, the police and Armed forces. I truly believe Scotland had a very close connection to the Queen and it showed by the turn out of the public and the respect they gave the event. At times it was very moving and a privilege to be there."

"My engagement mostly was stopping the traffic to get our convoy through the road closures around Edinburgh, so was more of an inconvenience to them really."

People we spoke to on the way up and return journey always asked where were we going or what's going on there's police

I have to say we were made to feel very welcome and treated as one of them by the military. They made a point of saying 'we all swore an oath to the Queen'. It's something maybe we don't think about so much.

everywhere. They were very supportive of it all.

"I have to say we were made to feel very welcome and treated as one of them by the military. They made a point of saying 'we all swore an oath to the Queen'. It's something maybe we don't think about so much."

In terms of low points, Steve added: "I didn't get to London!"

Reflecting on the experience, he concluded: "I always say to people inside and outside of this job, police motorcyclists are very privileged, we get to ride motorcycles that most people do as a hobby."

"We get to escort Royalty, Prime Ministers and so on. This has been, and will be, the highlight of my policing career. It has been an honour and privilege to have been involved in and something that will never happen again on that scale."



Edinburgh castle.



Mutual aid motorcyclist officers.

FEDERATION'S DG6 CAMPAIGN BRINGS CHANGES TO DISCLOSURE GUIDANCE

The Force has adopted the new Crown Prosecution Service (CPS) disclosure guidance, which came as a result of the Police Federation #SimplifyDG6 campaign launched in August.

The successful campaign followed a review by the Attorney General's office which recognised that some of the shortcomings of the DG6 guidance led to significant pressure on police officers regarding the submission of case files to the CPS for charging decisions.

However, the review failed to make any recommendation to immediately mitigate the impact on officers.

The National Police Chiefs' Council (NPCC) has since worked with the Federation through the Police Federation National Detectives' Forum and has now produced the revised Joint Principles for Redaction.

I'm confident that the revised guidance, applied correctly, will reduce the redaction burden on police officers while also complying with the legal framework.

They have been developed by the CPS and the NPCC Disclosure Portfolio setting out their joint position on how police officers and prosecutors should approach data protection responsibilities.

The original position of the Force, particularly around redaction, where it was acknowledged there were a high number of challenges from CPS regarding the Force performance, has been reviewed and addressed, with several changes implemented in line with the updated guidance.

In consultation with the local CPS, a number of key updates have been provided to officers but it's important to highlight that this is a nationwide problem and that all forces were struggling.

North Wales Police have implemented the Investigation Hub within Forcebook where all key advice and new amendments are stored for ease of access to officers. The

'Case file support' section provides advice around the new redaction guidance including the recent JS Newsletter simplifying the amendments. The section also includes the joint guidance from the CPS/NPCC.

The Force has also addressed disclosure issues and recently, in conjunction with the training department, held a CPD event. There are plans for this to evolve with further dates forecast in spring 2023.

Additionally, a Disclosure Forum has been set up between the CPS and the police on a monthly basis to discuss disclosure matters and any emerging trends or issues experienced by officers. This provides the opportunity for points to either be raised by the officer direct during the meeting or through their Disclosure Champion/SPOC.

The useful checklist section within the Investigation Hub provides examples of the QA process and how an officer can conduct a triage review on their file to ensure it is submitted in an acceptable standard.

The case management section within the Investigation Hub returns to the old JS SharePoint. We are looking at modernising the whole JS site page, this is pending the department's turn in line with other teams.

Other areas are being looked at to further support officers:

- **Disclosure video** – this has been suggested by CPS and compiled by a South Wales officer who provides guidance to officers around redaction
- **Criminal Justice App** – The Force is exploring a new App that will help officers in improving and preparing their case file with strong guidance, and is also looking to seek the support of the local NPCC to support the introduction of this programme.

Mark Jones, North Wales Police branch secretary, said: "I'm confident that the revised guidance, applied correctly, will reduce the redaction burden on police officers while also complying with the legal framework.

"But I would now urge members to contact me or the Police Federation with their experiences of how the revised guidance is affecting their workload. Is it making a difference? Is it easing the burden and making life a bit easier? We would like

to hear from any officer affected by the new guidelines.

"We'll carefully watch and consult with members to see how much mitigation these joint principles bring to the huge task that redaction currently is for our members.

"We would welcome their views on the revisions and indeed any other suggestions they might have for further improving the current system.

"It's still our position that there's an urgent need for amending the Data Protection Act and we're working with partner agencies in this direction. We hope to formally engage with the Attorney General's office in early 2023 to see how these concerns can be addressed."

The Federation said that the revised guidance should further help officers comply with the Data Protection Act as the redaction of personal information is necessary when sharing information with CPS, including the pre-charge stage.

The revised principles are supported by legal advice from a King's Counsel (KC) specialising in information law to ensure they're legally robust and have been endorsed by the co-chairs of the Joint Operational Improvement Board (JOIB).

The main changes are:

- **New Supporting Guidance to aid redaction decision-making, including how and when non-redaction can be justified on the grounds of disproportionality. To withstand any legal challenges, it's important such decisions are made on a case-by-case basis, with the decision documented and approved at inspector rank or above.**
- **Updated FAQs following feedback on common disputes – changing approaches to data minimisation in favour of pragmatism, including when to consider the redaction of occupations, dates of births, vehicle registration numbers, suspects not charged and names of potential witnesses from witness statements. Given the volume of data breaches documented for these categories, the Federation expects to see a significant reduction in the volume of redaction required following these changes.**



Start saving today for a brighter tomorrow

Whether you're putting money away for next Christmas, a rainy day, or a holiday, saving regularly can help improve your financial resilience. See how quickly you could build your savings by saving a fixed amount each month.

Per month	Year 1	Year 2	Year 3
£5	£60	£120	£180
£10	£120	£240	£360
£30	£360	£720	£1,080

Withdraw your savings at any time through our mobile App.*

Open a Member Account online using the referral code **NWALES22** and we'll send you a **£10 Amazon e-voucher!**



www.no1copperpot.com

*Withdrawals could take up to 2 hours.

£10 Amazon e-voucher offer is valid for new members who open a Member Account only. No1 CopperPot reserve the right to remove this promotion at any time without notice. Maximum of 1 e-voucher per member. You can hold a maximum of £40,000 with us across all saving accounts. Your savings are protected by the Financial Services Compensation Scheme up to £85,000. Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.



KNIFE ANGEL VISITS WREXHAM

The spectacular 'Knife Angel' was on display in Queens Square, Wrexham during October.

The touring artwork was designed by artist Alfie Bradley of the British Ironwork Centre in Oswestry, and is designed to highlight the consequences caused in society by violence and crime – especially knife crime and to solidify critical need for social change

The sculpture was completed in 2018, and is also known as the National Monument Against Violence and Aggression. It's 8.2 metres (27ft) tall, weighs 3.5 tons, and is made from more than 100,000 seized knives and weapons collected from all 43 Home Office police forces.

Wrexham City Inspector Luke Hughes said: "Thankfully, Wrexham doesn't have a problem with knife crime, however, that's not to say our city hasn't been touched by knife crime and violence in the past. There is a lot of preventative work ongoing in the community, not just with the police, but also with other agencies and venues we have locally.



My message to anybody that might want to, or maybe is carrying a weapon for self-defence, or any other purpose is - 'don't'.

"My message to anybody that might want to, or maybe is carrying a weapon for self-defence, or any other purpose is - 'don't'.

"If you are carrying a weapon in a moment of rage and anger, you will be more inclined to use it. That is when a situation becomes massively out of hand very quickly, and can result in tragic circumstances for yourself and for another person. So, simply - don't.

"There are opportunities at the police station to always surrender weapons, and there's an opportunity with the Knife Angel being present in the city."

The statue arrived in Wrexham on 4 October and there was an opening ceremony three days later. The statue's presence was arranged by Wrexham Council, North Wales Police and the North Wales Police and Crime Commissioner, Andy Dunbobbin, to coincide with a month-long awareness campaign.



An officer viewing the Knife Angel.

The Northern Police Healthcare Scheme

FROM
£16

Including FREE Police
Treatment Centre
Membership

Benefits

- Self Funded Scheme set up by a Trust Deed
- Pays private expenses for treatment designed to cure or alleviate acute medical conditions or ailments *
- Hospital Charges, Specialist Fees, X-Rays, Scans etc. Physiotherapy, Osteopathy, Acupuncture & Chiropractic Treatment *
- Alternative Cash Benefit for NHS Treatment
- Local private hospitals and providers available

- Exclusive access to Luxury Holiday Home in Northumberland

** Limits apply (please refer to the Scheme Rules on our website www.norpolfed.org.uk)*

Eligibility to join

- Serving Police Officers who are subscribing members of the Police Federation
- Police Staff
- Spouse/Partner & Dependent Children, under 21 years of age, of a Serving Police Officer/Police Staff who is a member of the scheme

If you wish to receive more information on The Northern Police Healthcare Schemes please contact:

11-14 Apex Business Village,
Annitsford, Cramlington,
Northumberland NE23 7BF

**please turn overleaf for subscription information*

Pauline Chapman - Administrator
Northumbria Police Federation
Tel. 0191 437 3000
Fax. 0191 250 2961
Email. pchapman@npf.polfed.org
www.norpolfed.org.uk

Subscription charges

Subscribing officers to the Healthcare Scheme will also receive **FREE POLICE TREATMENT CENTRE MEMBERSHIP!**



Members Age:	18-29	30-39	40-44	45-49	50-54	55-64	65-69	70-74	75-79	80+
Member Only										
Monthly	£16.00	£22.00	£27.00	£33.00	£37.00	£46.00	£58.00	£100.00	£120.00	£140.00
Member & Spouse										
Monthly	£32.00	£44.00	£54.00	£66.00	£74.00	£92.00	£116.00	£200.00	£240.00	£280.00
Family Only										
Monthly	£48.00	£58.00	£68.00	£80.00	£88.00	£112.00	£144.00	£230.00	-	-
Member & Child										
Monthly	£30.00	£36.00	£41.00	£47.00	£51.00	£66.00	£86.00	£130.00	-	-

Student Officers – YOUR MEMBERSHIP is FREE for the FIRST YEAR on completion of a Membership Application Form

Price changes on Birthday
Price Dependant on Child's Age



**MOTOR
SOURCE
GROUP**

FOR EVERY DAY HEROES

Keeping you in the driving seat



Allied to a 5-Star service, Motor Source Group offer a specialist new car service for all serving and ex-police and are committed to listening to your needs and sourcing the right car for you.



Save money

Our customers save an average of £4,500.



Part exchange welcome

All vehicles are accepted.



Covid-safe nationwide delivery

Your new car can be delivered direct to your door.



Mazda2

1.5i Hybrid Pure 5dr CVT

MSG Price: £19,450.54

SAVE: £1,709.46



Suzuki Ignis

1.2 Dualjet 12V Hybrid SZ-T 5dr

MSG Price: £14,692.95

SAVE: £1,566.06



Toyota Yaris Cross

1.5 Hybrid Design 5dr CVT

MSG Price: £23,175.14

SAVE: £2,864.86



Nissan Qashqai

1.3 DIG-T MH Acenta Premium 5dr

MSG Price: £24,062.29

SAVE: £4,592.71



Lexus UX (Premium Plus)

250h 2.0 5dr CVT

MSG Price: £37,090.52

SAVE: £3,549.48

New cars, leasing, and quality-approved used cars with a full range of makes and models, including...



01522 500055

www.motorsourcegroup.com/NWPF



Images for illustration only. Prices and details correct at time of print. Prices for standard model only and do not include any optional extras, please ask for additional options and for your bespoke quote. The car is very different makes and models. Delivery restrictions may apply. Excess Car Direct Limited T/A Car Direct, Forest Leasing and Motor Source (a subsidiary and regulated by the Financial Conduct Authority (FCA) 622274). We act as a credit broker not a lender. We can introduce you to a limited number of lenders who may be able to offer you finance facilities for your car lease. We will only introduce you to these lenders. We may receive a commission payment from the finance or hire provider if you decide to enter into an agreement with them. The nature of this commission is as follows: we receive a fixed fee per finance agreement entered into and we receive a varying bonus if the number of sales we achieve exceeds a specific target. You can request for us to disclose the amount of any commission received. The commission received does not affect the price you will pay under your finance agreement. You may be able to obtain finance for your purchase from other lenders and you are encouraged to seek alternative quotations. If you would like to know how we handle complaints, please ask for a copy of our complaints handling process. You can also find information about getting a complaint to the Financial Ombudsman Service (FOS) at financial-ombudsman.org.uk

THE REPAIR SHOP BRINGS CHRIS WOOD'S JUKEBOX BACK TO LIFE

Many of you will remember our fallen colleague and friend Chris Wood, and will know the sad story of his jukebox.

The jukebox had been transported to the Faenol Fawr for Chris's wake, however, once there it began to smoke and was later deemed unsafe to use.

His wife Rachel, daughter Jess and son Sam reached out to the BBC show *The Repair Shop* to see if they could do anything with this prized possession. The BBC came up trumps and it was shipped off to form part of the programme's autumn schedule.

On 7 September on BBC One, *The Repair Shop* aired and showed the jukebox being restored and returned to the family. What makes this even more special is that Chris was a massive collector of vinyl and wrote out all the play cards himself.

If you missed it, you can watch the episode at <https://www.bbc.co.uk/programmes/m001bv17>



THANKSGIVING SERVICE

The coronavirus pandemic affected the lives of most of us in one way or another.

In the Gwynedd branch of the National Association of Retired Police Officers (NARPO), there were many who were affected by the loss of a loved one whereby they could not hold a proper funeral and pay their full respects, due to the restrictions imposed at that time.

It was therefore decided to hold a bilingual remembering and thanksgiving service at St John's Church, Llandudno to remember those loved ones lost during those two years.

The service was held on 22 October 2022 and was officiated by the Rev Nigel Rodgers (minister of St John's) and the Rev Alan Cronin (North Wales Police NARPO chaplain) and comprised musical items by the excellent Cor Meibion Colwyn, readings and prayers.

The chairs of the three North Wales NARPO branches of Denbigh (Richard Jones), Flintshire (Helen Lloyd-Jones) and Gwynedd (Larry Davies) delivered a poignant roll of honour of 117 names.

During the service the congregation were invited to take home daffodil bulbs in memory of their lost loved ones.

The service was attended by the NARPO president, Richard Critchley, chief officers of



Pictured are (left to right) Chief Superintendent Nigel Harrison, PC Cheryl Lord-Brown (whose last day it was with North Wales Police before retirement!), Sergeant Mark Jones (North Wales Police Federation general secretary) and the then T/Assistant Chief Constable Alex Goss, who has now reverted to chief superintendent as the new Chief Constable is in post.

North Wales Police, representatives of the Police Federation and serving officers of the Force, immaculately turned out in their best uniforms.

"It was an emotional day, well attended

and during the light refreshments that followed there were many exchanges of personal memories of policing days long gone," says Larry Davies, chair of Gwynedd NARPO.

PERSONAL INJURY CLAIMS UPDATE

By Jonathan Belcham of Ralli

In this edition I look at the frequently asked questions from our clients

How long do I have to bring my claim?

It is essential that medical evidence is obtained and the matter is either finalised or court proceedings issued in most cases within three years of the accident date. However, this can sometimes be shorter and so the earlier you seek advice the better.

How long will my personal injury claim take?

All cases are different and that's why it isn't possible to provide you with a definite timescale. As a guide only, if the other party accepts that they are to blame for your accident within the first few months, and your injuries are not life changing, it is possible that your claim could be finalised within three or four months.



However, if your injuries are more serious and/or the other party does not admit fault the claim will take longer.

What compensation will I get? If you are able to prove that the other party was at fault for your accident, you are entitled to compensation for the pain and suffering caused by the injury.

Remember that using the Federation to support your claim means that you receive all your compensation (typically most solicitors will deduct at least 25 per cent of your compensation payment).

In addition to compensation for your pain and suffering, you could be entitled to reimbursement of any out of pocket expenses caused by the injury such as loss of earning, travel costs, prescription charges and medical costs. Depending on your injuries, you may be able to recover for future losses, such as future loss of earnings and private medical costs.

When will I receive my compensation? You will usually receive your compensation within three to four weeks of your claim settling.

An insurance company has already offered me compensation to settle my claim, should I accept?

Even if at first your injuries seem minor, they may still cause ongoing problems in the future and so it is not advisable to settle your claim without first obtaining medical evidence and legal advice on your injuries. Most settlements are final and you cannot revisit claims because your injuries do not resolve.

What is an interim payment? An interim payment is a payment made by your opponent while the case is ongoing. At the conclusion of the claim, this amount will be deducted from the final settlement.

How do I prove I was injured? It is important that you report the accident to the person or company that caused your accident, as soon as possible, to ensure that an accident report is completed. You should also ensure that you seek medical attention from your GP or hospital as soon as possible. We will then obtain copies of your medical records.

Will I have to attend a medical appointment?

Yes. Once we have investigated liability we will arrange for you to be medically examined by an independent medical expert. The expert will have access to your medical records.

Will I have to go to court? If liability (fault for the accident) is denied, or we cannot settle the case by negotiation, then the case will have to go to court. If it does you will have to attend. However, very few cases go all the way to trial and most are dealt with before it gets that far.

What if I am partly to blame? You can still claim even if you were partly responsible, however, your compensation may be reduced by a percentage according to the extent of contribution.

Can I receive help with treatment costs? Yes. If liability is admitted then the opponents may agree to pay these while the case is ongoing. Alternatively, they may be claimed at the conclusion of the claim as part of any final settlement.

The Federation has always supported injured officers and will continue to provide support through the **Police Federation RTA Legal Assistance Service - freephone 0808 1965 315**. The service includes family members and off duty road traffic accidents. Accidents at work and elsewhere remain covered in the usual way and must be submitted through your rep/ branch.

Jonathan Belcham has been advising members of the Police Federation for more than 30 years – if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.



With over 30 years of experience dealing with claims for police officers, we at Ralli Solicitors have the knowledge and determination to assist you with all your personal injury needs.

We can help you with:

Road Traffic Accidents
Accidents On & Off Duty
Employers Liability
Training Accidents
Sports Injuries
Clinical Negligence

0161 207 2020

www.rallisolicitors.co.uk



We understand that behind every uniform, lies a person

PRE-RETIREMENT SEMINAR DATES ANNOUNCED FOR 2023

North Wales Police Federation, in association with Spillane & Co Wealth Management, is once again running pre-retirement seminars in 2023.

Due to popular demand, there will be five seminars in 2023, instead of the usual four.

Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that staff are able to make informed decisions to prepare effectively for retirement, both financially and in terms of lifestyle provision.

To that end, the Federation, working in partnership with Spillane & Co Wealth Management, introduced a new style, two day pre-retirement seminar for police officers and police staff in 2014. It's proved to be very popular, with seminars being fully subscribed.

These two days enable participants to consider aspects of life upon retirement and the kind of adjustments they might make after they retire. To help in this process,

invited speakers lead relaxed discussions on important topics on retirement-related themes.

The seminar helps you to plan more effectively and manage the key stages of the process, with the needs of the participants of each particular seminar being the key driver. It's very interactive, and our aim is to get the answers to your questions to help you make the most of your retirement.

The programme also provides an opportunity to acquire useful insights into the challenges, as well as the new openings, facing those about to retire.

The two days cover:

- Preparing for the next stage of your life
- Adopting a different lifestyle and considering further employment
- Marketing yourself for the future
- A healthier retirement
- Your pension scheme
- Financial planning
- Investments

- Putting your affairs in order
- National Association of Retired Police Officers (NARPO)
- Dealing with your questions and concerns.

To promote an informal atmosphere and encourage group discussion, numbers are limited.


If you're retiring in the next two years, and would like to secure a place, email:

FedAdmin@northwales.police.uk.

The 2023 courses available are:

- 13 and 14 March
- 5 and 6 June
- 25 and 26 September
- 16 and 17 October
- 20 and 21 November.

The venue for all seminars will be Spillane & Co, The Old Bank, Conwy Road, Colwyn Bay with a start time of 9am on all days.




For when you need back up...

Police Dogs Jack & Kato

GORVINS SOLICITORS
police divorce
the specialists in police family law

Contact your dedicated force representatives today on
0161 930 5151
e-mail police-divorce@gorvins.com
or visit us at www.gorvins.com/wmp



Legal Services for North Wales Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of **our commitment** to supporting those whose vital work supports us all includes a prompt **initial consultation - free of charge.**

We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process.**

Our family and divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

Other Legal Services

- Wills, Trusts and Probate
- Corporate/Commercial
- Personal Injury
- Employment Law
- Insolvency
- Dispute Resolution and Civil Litigation
- Commercial Property



You protect the public... but how can you protect your future?

Spillane & Co. Wealth Management Ltd offer a bespoke financial service to serving and retired members of the Police Force. We appreciate that you may not have the time to address some of your financial affairs, which may include:

- ◆ Planning for your retirement
- ◆ Financial security
- ◆ Protecting your income, assets and your family
- ◆ Investment planning
- ◆ Estate planning
- ◆ Funding for future education needs

As a Senior Partner Practice of St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need, so you can enjoy the finer elements of life and give you that all important peace of mind for the future.

Please contact us to arrange a no obligation consultation.

"The care and professionalism used to assess our individual needs was outstanding in comparison to other financial advisers. Detailed plans were developed to plan for our future based on our circumstances, not just a sale of simple products pursued by other advisers"

Brian Robinson, Mold

"In the four years since I asked Chris Spillane to provide financial advice to myself, I have found him to be extremely knowledgeable, trustworthy and reliable. I consider the advice he provides is always in my best interests and he is always available if I need advice. I would recommend his services wholeheartedly."

Anthony Duffy, Retired, Pwllheli

"I was a trustee of a workplace colleague's funds and was so impressed with Chris Spillane's sound advice. Chris is very good at explaining the types of investments and their pros and cons. I have no hesitation in recommending Chris to friends and family."

Mark Davies, Retired, Mold



Spillane & Co. Wealth Management Ltd

T. 01492 531729

W. www.spillaneandcompany.co.uk

A. The Old Bank, 44 Conway Road, Colwyn Bay, Conwy, LI29 7HT

Senior Partner Practice

**St
James's
Place**



The Partner Practice is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website www.sjp.co.uk/products/. The 'St. James's Place Partnership' and the titles 'Partner' and 'Partner Practice' are marketing terms used to describe St. James's Place representatives.