



YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



December 2021



Our bravery award winners – See Pages 4 and 5

Representing • Negotiating • Influencing

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Cover photo: PC Matthew Reynolds (centre) and PC Richard Shea are pictured at the Police Bravery Awards with Nick Symonds-Thomas, the Shadow Home Secretary. Photograph courtesy of Anderson Photography.

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POLICING IS IN INTENSIVE CARE

By Mark Jones
Secretary of North Wales Police Federation



Welcome to the December issue of the North Wales Police

Federation magazine, *Your Voice*. As the world starts re-opening after the confines of the pandemic, it is so good to start seeing people again in person as opposed to via a laptop screen.

Some of the events we were meant to hold in 2020 have now been held, for example, the Police Bravery Awards 2020 where we gathered in central London in October to applaud and highlight officers from across Wales and England who have undertaken outstanding acts of bravery.

The icing on the cake was that our very brave nominees from North Wales, PC Rich Shea and PC Matt Reynolds (retired) won the regional award for Wales which put them in contention to win the national award, however, this went to PC Stuart Outten from the Metropolitan Police. PC Outten was savagely attacked with a 2 ft machete following a vehicle stop in Leyton back in August 2019. Nobody could deny having a lump in their throats when hearing and seeing what PC Outten suffered in that attack; truly the bravest of the brave.

The 2021 Bravery Awards are being held again in London during December and our nominee this time is PC Josh Stocker from Denbighshire Coastal who bravely crawled into a burning house on his hands and knees to try to save the elderly occupant. More details will be coming in our next issue of *Your Voice* and on our social media so keep an eye out.

I am regularly teased by some of my colleagues about the "relationship" I have with the Federation welfare van. Without doubt, the new van is one of the proudest achievements for us as a branch. Long overdue and much needed for officer welfare, this van is mobile, agile and able to be deployed around the clock to colleagues who are policing in challenging environments.

This is us, locally in the Fed, putting our money where our mouth is when it comes to welfare; no colourful posters here but a tangible asset there to be used. Since the van became operational in March it has been deployed multiple times across all corners of the Force but has also gone to support high profile policing operations such as the G7 in Cornwall and COP26 in Scotland. The former

traffic cop in me leaks like a sieve in that I have kittens the moment I see a dirty boot print on the floor or a speck of mud on the wheels! Joking aside, this van is a game-changer and the positive feedback we have had from colleagues is immense. We have a blueprint for innovation as other Federation branches and forces from across the country are now ordering vans identical to ours.

In writing this article, I have looked back to what I wrote last December and I questioned what 2021 would look like and my observation was: "Well, surely it cannot be any worse than 2020." In terms of the pandemic and the horrors it brought, yes, that is very accurate and true, but in terms of policing I am not so sure. The aftermath of the pandemic, but also many other factors, are creating a perfect storm for policing. In my last secretary's foreword, I described how police officer morale was at an all-time low. Sadly, things are no better. I was sighted recently on a collection of views from frontline officers who painfully described the pressures they are under. Some of these are from other agencies, outside of policing, but the rest are squarely self-inflicted by the organisation.

It is described in the media that the NHS is facing another "winter crisis". I can say, with a strong degree of certainty, that policing is in a crisis, and this will only get deeper. I am hearing of police officers at breaking point, if not already broken. The number of officers seeking professional help for stress and anxiety is at an all-time high. Colleagues are seriously taking steps to leave policing and find alternative employment. The alarm bells are ringing loudly and continuously. I think the message is now sinking in and being heard where it needs to be heard, but major intervention is needed as policing is, undoubtedly, in intensive care.

Looking ahead to 2022, we can all be honest in that it will be another challenging year with relentless pressures. Will we get a pay rise? Will the pension issues be sorted? Will the benefits of the extra police officers coming in through Operation Uplift be realised? Who knows. We can live in hope, but I am not holding my breath. What I can say confidently though is that police officers in North Wales will, every single hour of every single day, go above and beyond to protect us all, do their best and give it their all and for all that, I thank and salute you all.

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. I sincerely wish each and every one of you a very happy Christmas and a prosperous New Year. Take care of yourselves and each other.

CHANGE CAN OFTEN BE GOOD

By Nick Hawe, chair of North Wales Police Federation



I was going to start this with a quote from 1980s Doctor Who, but I have settled on this one from Benjamin Franklin: "When you're finished changing, you're finished."

This article is about change because I have now moved roles and am seconded to the North West Regional Organised Crime Unit based in Warrington. They say that a change is as good as a rest and, although I am still within the cyber-crime arena, I am learning every day and am fortunate to have had this opportunity.

Working outside of North Wales Police at this point in my career has made me reflect on the moves and career choices (or otherwise) that have occurred during my 29 years of service.

With less than three years in the job I was told that I was moving from Wrexham to Holyhead. I was living on the Wirral at the time, and this was absolutely not what I wanted. I made my representations, although I did not contact the Federation, and I was subsequently moved. I had to sort some digs and relocate.

It was November 1995 and I can still remember listening to the howling wind and driving rain as I tried to get to sleep in a strange bed. At that point, I was disillusioned with the job that I loved to say the least. My wise sergeants in Wrexham had told me that everything would be fine, and it would be good to work in a different area of the Force.

They were right. I really enjoyed working on Anglesey with the new colleagues and brilliant characters I met. I actually associate the whole process with having a fateful role in me getting together with my fantastic wife, and then the blessing of two amazing sons.

To quote an A-ha song – "Out Of Blue Comes Green" – extraordinary good can come out of something that can feel like an all-time low.

I have been fortunate to be able to largely steer my own career since that time, and later moved onto Interview Teams, CID, Level 2 Operations, FMIT and cyber-crime. I have enjoyed all of these roles immensely and consider myself to have been fortunate, while playing my part in earning that fortune.

I would advise officers to use their PDR and CPD if they have particular career aspirations. This will evidence that you have considered what you want to do next, or in the future.

I have gone around the houses a bit here, which I do from time to time, but I

wanted to talk about officers being moved. I have represented numerous officers who were either being moved against their desire or were being blocked from a move they had worked hard for. I have also seen "fair" processes which have caused officers to be moved when they did not want to and can say that very often those moves have proved to be incredibly positive.

The Federation will always represent officers who feel they are being treated unfairly and do their best to fight for the correct outcome. There may be times, especially in this current climate, where it is necessary to move officers for operational reasons. If this is done fairly and with transparency, then we may not need to get involved.

The message is really this: if we haven't decided on a particular career change, then we might not immediately embrace it. However, it may just be the best move we will ever make.

Finally, I would like to send season's greetings to you, your family and friends, and very best wishes for the New Year. Many of you will be working on days where most people will be celebrating and unwinding, allowing the public to have as normal a time as possible. Some won't even consider your efforts, but many will spare a moment to reflect and appreciate what you are doing.

Thank you, take care and stay safe.

NATIONAL CHAIR WILL NOT SEEK RE-ELECTION

National Federation chair John Apter is standing down at the next leadership elections.

John became the first national chair to be elected by Federation members when he took up the role in August 2018 but has just announced his decision not to put himself forward for a further term.

Mark Jones, secretary of North Wales Police Federation, said: "John has led the Federation through incredibly challenging times. There was a cyber-attack on the Federation in 2019, which led to the cancellation of the national conference and caused some real difficulties within the organisation and

then last year, of course, we were all hit by the pandemic.

"He has always put officer wellbeing to the fore and Federation members have a lot to be thankful to him for. We wish him all the best and thank him for all he has done for the Federation as national chair but also as a branch chair and a workplace representative before that."

Announcing his decision not to stand for re-election, John said: "This role is a privilege to hold and it truly is an honour to do what I do. However, I feel after a pretty eventful three and a half years for the Police Federation and for policing in general, and with almost 30 years'

service, it's time for me to move on.

"I've been a Fed rep for as long as I can remember; I love what the Federation and our reps do and I couldn't be more proud of the small part I have played.

"A lot has happened since I became national chair, both professionally and personally; it's been relentless. In all that time, all I have ever done is my best, and I hope that in some small way I have helped make a positive difference.

"I will continue to do my very best until the new national chair takes up the position in April 2022 and I wish them well in this exciting and unique role. It's truly something special."



At the Police Bravery Awards 2020 are (left to right) North Wales Police and Crime Commissioner Andy Dunbobbin, PC Matthew Reynolds, PC Richard Shea and his wife, Sheryl, Mark Jones, secretary of North Wales Police Federation, and Chief Constable Carl Foulkes.

BRAVE DUO WIN REGIONAL BRAVERY AWARD

Two North Wales officers who tackled an armed man who had forced his way into the home of a woman he had earlier allegedly sexually assaulted won a regional award at the Police Bravery Awards 2020.

PCs Richard Shea and Matt Reynolds, who retired in June after 30 years' service, have already been presented with the Force's Fletcher Award which is presented annually to an officer or officers who have shown outstanding bravery.

But at the national Police Bravery Awards 2020 ceremony in London in October they were presented with the regional award for Wales by Shadow Home Secretary Nick Thomas-Symonds.

The award had twice been delayed due to the pandemic.

Richard and Matt were accompanied to the awards ceremony by Mark Jones, secretary of North Wales Police Federation, who said afterwards: "Huge congratulations to our brave officers. We are incredibly proud and this award is true recognition of their heroism in the face of extreme danger."

They were also joined by Chief Constable Carl Foulkes and Police and Crime Commissioner Andy Dunbobbin.

The two armed response vehicle (ARV) officers were honoured after an incident in which they were called to an address in Llandudno Junction in June 2019 following reports that a man armed with a gun was forcing his way into a property after previously attacking a woman there earlier that night while young children were at the address. Multiple calls to the police

suggested he was armed with a machine gun although this was then reported to possibly be a BB gun.

"The risk was still considered to be very high, given the fact that he was armed, he was a risk to the victim, there were children in the house and there were members of the public nearby," explained Mark Jones, secretary of North Wales Police Federation which nominated the two officers for the award.

"These officers headed straight to the scene as any delay could cause loss of life and I am sure their brave actions and the fact they put themselves in harm's way prevented someone being seriously injured or killed."

On arrival at the scene, PC Shea, who has been with the Force for six years, took the



Outside the famous black door of No 10 Downing Street are PC Richard Shea (left) and PC Matthew Reynolds (right).

lead and moved towards the property. As he neared the front door, he saw what was clearly a plastic barrel protrude from the doorway.

He made a split-second life or death decision and, had he not received further information that the subject was possibly armed with a BB gun and the lighting had not been so favourable, he would have shot the man.

But when PC Shea told him to show his hands, the man ran back into the property.

PC Reynolds discharged his Taser but it was ineffective as the man attempted to slam the door shut. Having prevented the door closing, PC Reynolds struggled with the man who could be seen through the frosted glass.

PC Shea helped keep the door open and was able to discharge his Taser in the direction of the man, causing him to slump behind the door. A large kitchen knife was then found next to him. The two officers arrested him and removed him from the

property.

Their supervisor, PS Tash Doran-Jones, said afterwards: "They were faced with a challenging report of a male who was suspected of having sexually assaulted a female prior to the call, back at her address trying to force his way in, armed with a gun.

"I feel that their bravery, decision-making and threat assessment on the night not only prevented the female victim and members of the public from being hurt but also avoided harm to the subject."

The annual Police Bravery Awards, sponsored by Police Mutual, honour some of the finest officers in England and Wales who have performed incredible acts of bravery, while on or off duty.

This year's ceremony honoured a total of 94 brave officers from forces across England and Wales who were put forward for an award.

“ THESE OFFICERS HEADED STRAIGHT TO THE SCENE AS ANY DELAY COULD CAUSE LOSS OF LIFE AND I AM SURE THEIR BRAVE ACTIONS AND THE FACT THEY PUT THEMSELVES IN HARM'S WAY PREVENTED SOMEONE BEING SERIOUSLY INJURED OR KILLED.

WELFARE VAN OFFERS SUPPORT AT COP26



North Wales Police Federation's welfare van faced another big challenge when branch secretary Mark Jones and Jayne Humphreys, the branch communications and case worker, took it to Glasgow for COP26.

It was a huge operation with Police Scotland hosting more than 10,000 officers from across England and Wales who were then posted across Glasgow, Edinburgh and the surrounding areas. Like G7 earlier this year, there were relatively few arrests and assaults, and the protests took place largely peacefully. However, the officers deployed on mutual aid still had long shifts, in variable weather with some in fairly uncomfortable and inhospitable locations.

The welfare van, which provides rest, shelter and refreshments for officers, has toilet facilities, phone chargers and a very popular bean to cup coffee machine. It was deployed to Glasgow for the second week of the summit to support mutual aid and Police Scotland colleagues.

In similar circumstances to G7, the van was put to good use as soon as it arrived in Glasgow, moving to support Norfolk and Suffolk officers sent to a cold and rainy street with no toilet or refreshment facilities.

Mark said: "It's an underestimate to say they were relieved to see us, having had no refreshment facilities for some hours, we were a welcome sight."

The van was one of a number deployed during the fortnight with Hertfordshire, Hampshire, West Yorkshire, Thames Valley and Cleveland working alongside Police Federation of England and Wales (PFEW) and force based reps from across England and Wales, ensuring that officers had what they needed to get the job done – particularly in relation to some accommodation – and dealing with countless Regulation and other enquiries. They handed out hundreds of cups of coffee, tea, hot chocolate and snacks a particular favourite this time was porridge and Welsh cakes for breakfast!

The weather, once again, put extra emphasis on officer welfare, and the Fed van

awning provided welcome respite, but this time it was from the rain and not the hot weather experienced in Cornwall for the G7 in the summer.

Mark said: "It has been an honour and privilege for us to take the Federation welfare van to Scotland for COP26. This was part of the wider Police Federation of England and Wales deployment supporting police officers from all corners of Wales, England and Scotland.

"Over 1,200 hot drinks and snacks provided during all hours in a variety of locations. We've been a listening ear, supporting and encouraging tired and weary colleagues with one officer describing us as a 'mobile morale boost'.

"Now it's back to North Wales to clean and restock the van ready for its next deployment!"

“ IT HAS BEEN AN HONOUR AND PRIVILEGE FOR US TO TAKE THE FEDERATION WELFARE VAN TO SCOTLAND FOR COP26. THIS WAS PART OF THE WIDER POLICE FEDERATION OF ENGLAND AND WALES DEPLOYMENT SUPPORTING POLICE OFFICERS FROM ALL CORNERS OF WALES, ENGLAND AND SCOTLAND.



“ OVER 1,200 HOT DRINKS AND SNACKS PROVIDED DURING ALL HOURS IN A VARIETY OF LOCATIONS. WE'VE BEEN A LISTENING EAR, SUPPORTING AND ENCOURAGING TIRED AND WEARY COLLEAGUES WITH ONE OFFICER DESCRIBING US AS A 'MOBILE MORALE BOOST'.

NORTH WALES

OFFICER CRAWLED INTO BURNING BUNGALOW IN BID TO SAVE WOMAN

A police officer who went into a burning bungalow on his hands and knees to try to save an elderly woman has been nominated for a bravery award.

PC Josh Stocker (28) was the first officer on the scene, alongside PCSO Rob Antrobus, and arrived before the fire and rescue service to be told the pensioner was trapped inside.

Neighbours had tried to rescue the woman but were beaten back by the ferocity of the flames and smoke but, with no thoughts for his own safety, PC Stocker went straight into the burning building on his hands and knees.

He managed to pull out the woman, with difficulty, but despite the best efforts of the emergency services, she died from her injuries in hospital.

PC Stocker, of Abergele Police Station, suffered minor burns and the effects of smoke inhalation during his heroic rescue attempt, just after 4pm on 14 April 2020.

He has now been nominated for the Police Federation's Police Bravery Awards 2021 with a ceremony being held in London in December.

Reports in the press at the time spoke of PC Stocker's courage in the face of the flames at the home in Abergele, Conwy.

One witness who spoke to the Daily Post, a newspaper for the North Wales region, said: "The woman was trapped and two neighbours tried to enter the house to rescue her. They wrapped her in wet towels but failed to get her out.

"An incredibly brave policeman crawled on his hands and knees to try to save her. He managed to get her out."

North Wales Police Federation deputy secretary Mel Jones said: "PC Josh Stocker showed incredible bravery to try to rescue an elderly woman when she was trapped in a burning house.

"He put his own life at risk to try to save the life of another and deserves to be recognised for this extraordinarily courageous display of selflessness in the face of extreme danger."

PC Stocker has already received the North Wales Police Fletcher Award for Bravery for this incident. This is awarded annually by the Force to an unarmed officer who has shown outstanding bravery.

Chief Inspector Alwyn Williams said he was "extremely proud" to be able to support



PC Josh Stocker.

one of his officers for the national bravery award.

"Josh's actions, along with his colleague, were truly selfless and demonstrate how officers put themselves in harm's way on a day-to-day basis with the aim to preserve and protect lives in the community we serve to the best of their ability," he said.

"He should be fully commended for his efforts and would be a worthy winner of this

award."

One of PC Stocker's colleagues, PC Michelle Allsup, said: "Having heard the radio communications of this harrowing incident, I feared for the safety of the officers involved and believe Josh went above and beyond his duty in attempting to protect and save life.

"I believe Josh showed enormous bravery in his selfless act. His actions in this incident are a fine example of a brave police officer."

SCOTT WINS ROADS POLICING AWARD

A North Wales Police officer instrumental in setting up a dedicated Special Constable Road Safety Unit has been honoured with an award.

Scott Martin, fatal enquiry officer within HGC Uned Plismona'r Ffyrdd/NWP Roads Policing Unit, and new North Wales Police Federation workplace representative, received his Outstanding Contribution to Roads Policing Award during the Police Federation of England and Wales' Virtual Roads Policing Conference 2021.

In addition to his day-to-day role, Scott identified that roads policing knowledge within divisions was lacking and devised a training package, which he now delivers in person to every new cohort of probationary constables.

“ I WANT TO EXPRESS MY SINCERE CONGRATULATIONS TO SCOTT AND THANK HIM FOR HIS SERVICE.

He then set about putting plans in place to see a dedicated Special Constable Road Safety Unit introduced in the western side of North Wales. This involved speaking with senior officers within the Special Constabulary to select potential candidates for the role, which sits within the Roads Policing Unit.

Scott said he felt privileged to have the work he does recognised: “I'd always wanted to join the police since I was a little boy and



Scott Martin.

I'd always wanted to be on traffic, as it used to be called,” said Scott, who realised that dream 11 years ago.

“The job is hard sometimes. It can be very tough but also very rewarding. It's nice to be able to develop other officers and work with volunteers as something extra to that role, and I really appreciate that being recognised.”

Presenting the award, North Wales Chief Constable Carl Foulkes was full of praise for Scott, saying he had gone “above and beyond” to help develop the Special Constabulary.

“This award is a real credit to him and his team and the North Wales Police,” said Chief Constable Foulkes.

Mark Jones, secretary of North Wales Police Federation, who was at the award presentation, said: “We're passionate about celebrating the success of our members.

“On behalf of the Police Federation, I want to express my sincere congratulations to Scott and thank him for his service.”

Mark also referenced the ongoing work to allow Special Constables to join the Federation, adding: “This award fits in nicely.”

IOPC SUPPORTS FEDERATION ON POLICE DRIVER LAW CHANGE

The Independent Office for Police Conduct (IOPC) and legal experts agree with the Federation's efforts to ensure the Police, Crime, Sentencing and Courts Bill is amended so that it properly protects police drivers.

Opening the first CPD-accredited session at the virtual Roads Policing Conference, Tim Rogers, the Federation's pursuits and driver training lead, said he is delighted the change in law to protect police drivers will become reality early next year.

But he warned the bill in its current form could restrict an officer's ability to keep the public safe.

“An officer may find themselves driving outside of their training, we have all done this for the right reasons, to keep the public safe,” he explained. “It means that drivers may perform a manoeuvre which is not tested or approved and likely to fall within the definition of careless or dangerous driving.”

The Federation is pushing for a reasonableness defence clause in the bill to give officers flexibility to act instinctively to assist the public in the many varied situations they face.

“We can't train for every situation, but we still expect them to act, and expect that to be recognised within the legislation,” he added.

“More importantly, they need to use their

good judgement to keep the public safe, rather than thinking they have to stand impotently by because their training doesn't cover what they are about to do.”

Steve Noonan from the Directorate of Major Investigations at the IOPC agreed with the Federation stance.

“The IOPC is very much on the same page as the Federation. Police officers should be able to respond to emergencies without the fear of these repercussions, he said.

“Police drivers have a difficult job which they do while balancing public safety.”

He added the IOPC is concerned about the law as it currently stands, as it is unclear and open to interpretation.





HELPING MEMBERS OVERCOME STRESS AND DEPRESSION

In September, a delegation from North Wales Police Federation visited the Police Treatment Centres (PTC) in Harrogate to see the new clinical services wing and get an update on changes at the PTC and St George's Police Childrens Trust.

We weren't disappointed! It began with a presentation about the history and ethos of the centres but, to be honest, we really just wanted to get to "the tour" and see what had changed.

The new centre of excellence recently completed at St Andrew's in Harrogate has allowed expansion to the existing psychological wellbeing programme at the PTC.

This is a two-week programme, structured specifically for serving officers with mild to moderate anxiety and depression, and stress-related issues. It is still a relatively new programme for the PTC, but has been very well used and the existing facilities were soon outgrown.

It encompasses group sessions in stress management, coping strategies, relaxation, sleep and mindfulness, group exercise sessions, individual counselling and complementary therapy sessions.

The fantastic new build comprises two wings containing 20 bedrooms, four counselling rooms, a nursing surgery and office space, six therapy rooms, three workshop spaces and a modern meeting room. It is across two floors.

You can take a walk around the new facility here: <https://www.youtube.com/watch?v=NvYz9koh50o&t=1s>
Federation branch secretary Mark Jones



The state of the art gym equipment (above) and (right) at the PTC are (left to right) Mark Jones, secretary of North Wales Police Federation, PTC chief executive Patrick Cairns and Mel Jones, Federation branch treasurer..



said: "The Police Treatment Centres are renowned for the exceptional care, treatment and support they offer to police officers when they really need it most. I have spoken to countless colleagues who have been for treatment, both for physiotherapy and psychological wellbeing, and all sing the praises for the care they have received.

"Policing is a tough job. It takes its toll, so it is good to know that we have the services of the PTC there, but it relies on colleagues being a member.

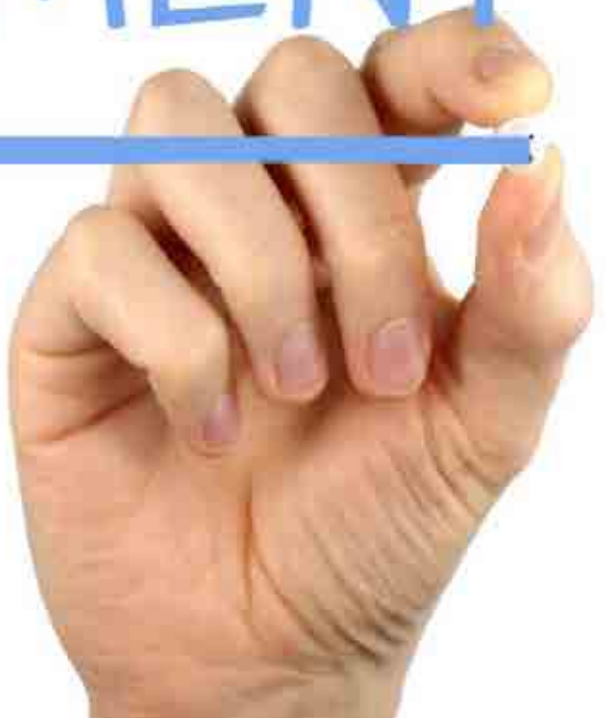
"I cannot emphasise how important it is for colleagues to, firstly, be a donating member of the Police Treatment Centres and, secondly, apply for treatment at the earliest

opportunity to get you back to full strength."

Whatever reason members have for going to the PTC, they will find a place to relax and concentrate on recovery.

To be eligible for treatment, you must be a serving or retired police officer, Special, PCSO or CDO and donate to the PTC.

GETTING THE MOST OUT OF YOUR RETIREMENT



Retirement is one of the biggest lifestyle changes any of us will face, but help and guidance is at hand for those coming up to it.

Due to rising longevity, it is becoming increasingly important that staff prepare effectively for retirement, both financially and in terms of lifestyle provision.

Providing assistance to help employees plan for this transition is important to allow them to make better-informed decisions for a more secure and rewarding retirement.

To that end, the Federation, working in partnership with Spillane & Co Wealth Management, will run four of its popular pre-retirement seminars next year.

The new style, two-day events were introduced for police officers and staff in 2014 and are often fully subscribed.

These two days enable participants to consider aspects of life upon retirement and the kind of adjustments they might make afterwards.

To help in this process, invited speakers lead relaxed discussions on important topics on retirement-related themes.

The seminars help those attending 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 is very interactive and the aim is to get the answers to people's questions and to help make the most of 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 to 36.

If you are retiring within the next two years and would like to secure a place, email FedAdmin@nthwales.pnn.police.uk

The next courses available are:

14 and 15 March 2022

6 and 7 June 2022

26 and 27 September 2022

14 and 15 November 2022.

The seminars will be held at Spillane & Co, The Old Bank, Conway Road, Colwyn Bay.

PENSIONS AND LEGAL BATTLE TOP AGENDA AT MEETING



Pensions and the legal claim for age discrimination that the Police Federation of England and Wales (PFEW) has running on behalf of over 30,000 police officers will be discussed at a meeting.

North Wales Police Federation has managed to secure the virtual meeting, being hosted by the national secretary of PFEW, Alex Duncan, and the vice-chair, Ché Donald, on 15 February 2022, from 6.30pm to 8.30pm. It will take place via Microsoft Teams.

Both Alex and Ché have been heavily involved in the world of police pensions and have the latest information on the direction of travel and, importantly, what the Federation is doing in terms of pensions.

We would encourage as many members as possible to attend. You will be able to ask live questions, get some answers and lots of information.

It is open to all officers, not just those nearing retirement.

Details will be circulated on the fortnightly e-newsletter to MSG Federation in due course on how to book on to attend the session.



Sharon Johnson (third from left) with fellow runners in the Liverpool Rock 'n' Roll Marathon.

PC BEATS COVID TO RUN IN MARATHON FUNDRAISER

A North Wales PC overcame a bout of coronavirus to complete the Liverpool Rock 'n' Roll half-marathon in support of a charity fund set up in the name of former West Midlands Assistant Chief Constable Chris Johnson.

PC Jake Roberts' preparations for the run on 24 October took a hit when he contracted Covid in late July and wasn't able to return to training until early September.

But despite that, Jake was determined to get round the 13-mile course for Chris, his wife Sharon and everyone with motor neurone disease (MND) and their families.

He joined hundreds of other police officers and staff from around the country for the run.

"I won't lie," said Jake, who has previously run half marathons, 10ks, fell races and endurance events, "I felt nervous on the day as I hadn't run more than eight miles on the lead up to this race but I was highly motivated to do it for Chris, Sharon and their family.

"To give me that extra boost I made sure I said hello to Chris, who I found sitting at the start line, and also to Sharon as I had promised her a hug over a year ago.

"I felt good around halfway but began to

feel the burn around mile 10, which began to deteriorate as I edged closer to the finish.

"However, as I chipped away at the final couple of miles I bumped into other #WMPMND runners and we all motivated each other to keep going.

"This was one of the best events I have ever run as I felt part of a really close-knit team, who are all striving for the same goal and that was to raise money for MNDA and the Primrose Hospice and also raise awareness of MND.

"I'd now class Sharon and Chris as good friends and I hope to visit them in the Midlands in the not too distant future."

It was an email from West Midlands Police about the team taking part in the marathon which prompted Jake to initially make contact with Sharon to offer his

support and encouragement for the event.

"I said I would really like to be a part of this marathon," reports Jacob, who has been a police officer for eight years, "This is because of the diagnosis of both ACC Johnson, and the subsequent diagnosis of one of my role models, the Leeds Rhinos rugby league player Rob Burrow.

"I can't imagine the pain he must be experiencing. With events like this, we as a policing family need to stick together and support each other."

The Rock 'n' Roll half marathon was his third, having previously completed similar events at Chester and Conwy.

He began training on 1 January, with the goal of running the Chester half marathon the week before the Liverpool event. However, as Jake explained, training has been

“ THIS WAS ONE OF THE BEST EVENTS I HAVE EVER RAN AS I FELT PART OF A REALLY CLOSE-KNIT TEAM, WHO ARE ALL STRIVING FOR THE SAME GOAL AND THAT WAS TO RAISE MONEY FOR MNDA AND THE PRIMROSE HOSPICE AND ALSO RAISE AWARENESS OF MND.

difficult throughout, even before he was struck down with Covid.

"I had a couple of setbacks," he confessed, "I suffered with shin splints and calf strain as a result of pushing myself too hard, too early. Training around my work schedule was tough, so I tried to fit some training in during work hours, depending on staff levels and how busy the shift was.

"For motivation, I watched the testimonial rugby match with Rob Burrow several times, watched several videos regards ACC Johnson and other courageous human beings like Doddie Weir.

"I also monitored the updates on the West Midlands MND Facebook page.

"I'd just like to say well done to everyone who ran at Liverpool," he concluded, "I'd also like to say a massive thank you to all those people who donated, or who are supporting the cause in other ways."

The event had been almost two years in the planning and was cancelled three times because of the pandemic.

But finally more than 250 police officers and staff – including Jake – managed to take part in the marathon and half marathon.

Heading up the team was Chris' wife, Sharon, who had never run a half marathon before but completed the distance to recognise the daily strength shown by her husband and others who have MND.

"We have no idea of the final number of people running as part of our team, but I would say there were at least 250 of us," says Sharon, "We were all split up in different pens and we also have no idea who ran the fastest but I think at least half were non-runners or first time half or full marathon runners which is just amazing."



A member of the team with Sharon Johnson.

Sharon said training around Bromsgrove, with its hills, made the course easier than it would have been otherwise but she had to dig deep for the final four miles of the distance.

"For that part of the route, there are no spectators until about half mile to the end, and you have the wind in your face as you run along the edge of the Mersey. But that last mile was tough, every step I thought of Chris and all those amazing people with MND and

every step was for them. I ran with four girls all the way round and for the last half mile we linked hands, held them in the air, listened to the crowd cheering us on and that pushed me. We crossed the finish line together and it was very, very emotional," she explained.

The fundraisers all helped to raise almost £61,000, which will be split between the Motor Neurone Disease Association (MNDA) and Primrose Hospice in Bromsgrove, both of which have supported the Johnson family.

CGI CYBER ESCAPE EXPERIENCE COMES TO NORTH WALES

North Wales Police were lucky enough to secure the CGI Cyber Experience for a week at the end of November.

The Cyber Escape provides security awareness training in a fun and memorable way. It was originally intended to site the facility at Force Headquarters and invite various departments and schools to take part. But, unfortunately, Covid prevented that. Instead, it was located at Ysgol Eirias, with North Wales Police having access all day on the Friday.

While in the CGI Cyber Escape, teams have a designated time to look for clues, solve puzzles and decipher riddles to earn their escape, all while learning potential cyber security risks, how to keep information and assets safe, and reduce the impact of a cyber-attack. The aim is to progress and "escape" within the time allowed.

The Cyber Escape was a great hit with pupils and officers alike. PC Dewi Owen from the cyber-crime team, who



Federation chair Nick Hawe (left) with the branch welfare van at the escape room with others who tried the challenge.

organised the event, said: "Cyber safety and cyber security is something that everyone needs to be aware of these days, from individuals to businesses and large organisations such as North Wales Police.

"During the week more than 210 people had the opportunity to learn about basic



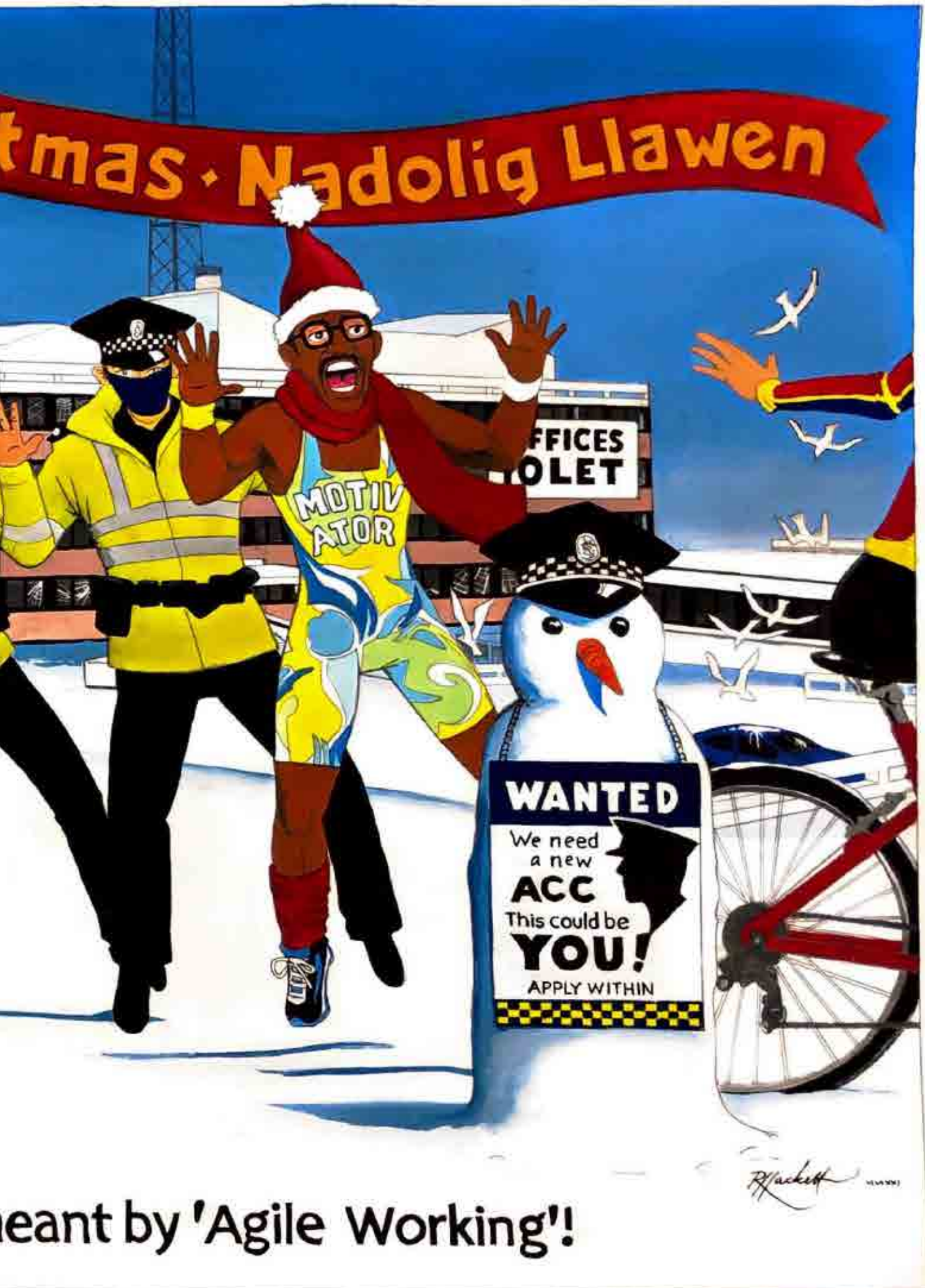
Chief Constable Carl Foulkes (right), PCC Andy Dunbobbin (third from right) and members of their office teams completed the challenge.

cyber security practices including the importance of protecting their privacy, creating strong passwords, avoiding phishing scams, using digital devices securely and safely navigating social media, all in an interactive, memorable and fun way."





No, that's not what we mean



meant by 'Agile Working'!

GET TO KNOW YOUR FEDERATION REPS

Hello, I would like to take this opportunity to introduce myself.

I joined North Wales Police in August 2002, starting my policing career in Colwyn Bay where I was based for 10 years on response, as a CBM, on the crime car and as a tutor constable.

In September 2012 I was fortunate enough to realise my childhood dream of being a "traffic cop" although we are now called "roads policing officers" or, as most



SCOTT MARTIN

locals in Western refer to us, "speed cops".

Having spent eight years on the road in flashy BMWs driving around really fast, I became a fatal RTC investigator, still within RPU and still being allowed to drive really fast in flashy BMWs now and again.

I have been lucky enough to be deployed on mutual aid to many large events all over the UK and had some amazing experiences. I have been fortunate (or should that be unfortunate?) enough to receive the assistance of the Federation legal and rep services while going through a particularly challenging time in my career, I can honestly say that the help, support and guidance I received is what got me and my family through the ordeal and enabled us to achieve the right outcome.

This is one of the many reasons why I stood for election, knowing how that support

had helped me and wanting to be able to do that for colleagues.

I was successful at election and I thank you for that. My aim as your rep is to be a visible, approachable and available presence in the West and on RPU and to be there for you when needed.

I am passionate about welfare and achieving the right work-home life balance, along with officers being remunerated correctly. I am keen to ensure we are achieving what we are entitled to, and the welfare provisions and support that we deserve. I can see the importance the Force NPCC and PCC are placing on our welfare and am keen to drive this forward on the ground.

Please feel free to contact me or pop over for a panad. Keep looking after each other and stay safe!

Firstly, I'd like to say 'thank you' for taking the time to vote in the recent Federation workplace representative elections and for giving me the opportunity to represent you for the next three years.

I've been asked to provide a little piece about myself so here we go; shouldn't take too long.

I joined North Wales Police in August 2001 during a recruitment drive, having



MARTIN PRICE

spent 10 years working for Flintshire Leisure Services. I was one of the last intakes to be sent to Bruce, Warrington for law training, which was an experience in itself, before coming to Eastern Division for the tutoring phase.

Once completed I was posted to the old Wrexham North district based at Coedpoeth/Gresford where I spent the next five years moving between stations. From there I moved to The Interview Team based at Mold before moving to Flintshire North in 2008 where I continued as a response officer before joining the Neighbourhood Policing Team (NPT).

In 2017/18 I left the NPT to return to response and have worked between Deeside, Flint and Holywell ever since. I can honestly say these past few years have been the best of my career, working with a great bunch of

people both new and old in service.

During my 20 years of service I have had the opportunity to travel the country, England, Scotland and Wales, on various deployments and operations, and in various roles. I have gained valuable knowledge of working practices, procedures and allowances, both in North Wales and further afield.

Over the years we have seen many changes to the police service and an increased strain on officers, especially over the last two years. Colleagues' welfare is a big one for me and this was the main reason I put myself forward to become a Federation rep. We have all been working long hours, coping with the heavy demand. I want to, and will, be there to help and support my colleagues in any way I can.

I am delighted to be able to represent you as a newly elected member of the North Wales Police Federation Branch Council.

Having joined the police in 2008, I have been grateful for the services and advice of the Federation on a



WAYNE FRANCIS

few occasions and have always felt that I would be able to make a positive contribution as a rep. As such, when this opportunity arose I was keen to become involved.

I am currently posted as a patrol inspector in the West, which is where I have been based for my entire career. I am a proud, frontline uniformed officer and have performed a number of roles including patrol, Neighbourhood Tasking Team and custody, and I have been part of the district management team.

My interests lie in ensuring the welfare and fair treatment of my colleagues,

irrespective of their rank, role or background.

I have experience as a post-Incident manager (PIM), a Welfare Champion and of resolving complaints against the police fairly and pragmatically.

I take my new responsibilities seriously but I remain approachable and friendly. I am confident that those who know me will come to me for help and advice without hesitation, however, I would like to extend this offer to any of my colleagues – if you need anything, please just ask and I will do all that I can to assist.

I have been with North Wales Police for around seven years now. I have been on response mostly and taken on other roles like MOE, PSU, tutor, Taser, cadet leader, protest liaison officer and vice-chair for the Black and Asian Police Association. More recently I joined the workforce representation team on a secondment to help North Wales Police become more reflective of the communities it serves.



AMIT PATEL

I've seen how important it is to have someone that looks like you to be there for you and understand some of the things you may have gone through. I hope to be able to bring that to the Federation. I also would like people to know that I will be there for everyone and am very approachable. I have a passion for ensuring people are treated fairly and that everyone has a voice.

I will always make time for anyone that needs my help and have been fortunate to help some officers out as a Fed rep already. So far it's been a really rewarding experience and it's a real privilege to be able to help my colleagues.

I would like to take this opportunity to thank everyone that voted for me and if you ever need me then please don't hesitate to send me an email.

For those who do not already know me I would like to take this opportunity to introduce myself.

I am PS 2616 Chris Monkiewicz based in Flintshire North. I joined the Force in 2006 and have spent the majority of the time since working frontline on response and neighbourhood policing within the Flintshire districts.

I have spent the last few years going through the promotion process which has resulted in multiple moves around divisions and rotas, and, as a result, I have met and worked with many excellent officers.

I feel strongly that welfare support is key to us succeeding in



CHRIS MONKIEWICZ

I'm really pleased to be writing this and to have been re-elected to the Federation after two years away for personal reasons.

For those who don't know me, I have nearly 24 years' service, the last 13 years as a sergeant. I have worked response, CBM, support group, rural locations as well as busy main town areas of North Wales, and I am now the NPT sergeant based in West Conwy.

I have worked in both the Central and Western areas and also spent two years on the Force's major incident team.



KIM OWEN

I feel that I have a good all-round knowledge of the varied demands on different roles and experiences and a sound understanding of how each role is unique, depending on each area.

I joined the Federation as a representative initially in 2012, and I quickly pushed myself into the role. I strived to build up my experience and knowledge to make me efficient in my role.

In 2015 I was the equality lead for the Federation and developed my knowledge and experience in that area.

Over the years of being a Federation representative, I feel I have built experience and knowledge in the key areas of representing officers in misconduct. I am looking forward to getting back to representing and supporting officers and the new challenges that we face as an organisation, both locally and nationally, with the new structures and recent changes that have taken place. I am ready to challenge and negotiate for you to ensure that you

Firstly, for those who voted me into this role, thank you. I give you my word that I will work hard to represent all members over my tenure as a Federation workplace representative.

Being in my 14th year as a member of the Police Federation, it is now a huge honour to be a rep. I have heard all too often over the years how all the Federation does is post out a diary every year and when you need it to do something, it comes up short.

The reality of the situation is that there are statute limitations on what can be done, which are far more constricting than those other staff organisations throughout the country are bound by. Let me tell you, however, it's not until the well is dry that one knows the true value of water.... I have seen how the Federation can be of huge benefit to individuals at their time of greatest need.

There is currently a lot of emphasis on welfare coming from the top of the organisation. This is a good thing. The message does often appear diluted as it filters through the ranks. I will be reminding those that the message is lost upon how a happy workforce is a productive one.

If this matter is adequately addressed with consistency, the organisation will truly be a better place for all.

An army does not march on an empty stomach. So please, make sure you have your refs whenever possible, keep your strength up and if you feel the need to talk, whatever the issue, please contact me. A small problem today can quickly grow. The sooner matters can be addressed, the sooner they can be resolved.



DAN DOUGHTY

our roles and this has led me to becoming a critical incident debriefer, welfare SPOC for FN and then taking the plunge to applying for the role of Fed rep.

I have seen first-hand the difference active Fed reps can make ranging from addressing simple queries in relation to over-time to supporting officers under investigation and I aim to offer the best service I can.

Over the coming months I will receive my training for the role, however, should you have any questions or require any support I am only an e-mail or phone call away.

I look forward to being there to support you.

receive the best representation and to have your views heard.

Unfortunately, due to personal reasons, I had to stand down as a representative in 2019, which was really disappointing and a hard decision to make as I find the role very rewarding. I feel strongly about ensuring officers are treated fairly and supported 100 per cent when dealing with difficult and stressful situations.

I can't believe at the time of writing this we are nearly in November, which means Christmas is nearly here – and, hopefully, we will all have a more normal Christmas this year. But most importantly, to everyone who will be working over the festive period, stay safe and remember to look after each other out there and have a great Christmas and new year.

Thanks for taking the time to read this. Please feel free to contact me for any advice or help you may need.



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 safe face to face 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 socially distanced 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

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FOR WILLS, PROBATE, TRUSTS AND POWERS OF ATTORNEY CONSULT HARVEY HOWELL

FROM CADET TO PC, EMILY FULFILS POLICING DREAM

A new North Wales Police recruit has described how she followed the newly-created path from Cadet, to Special to Police Constable to achieve her long-held career ambition.

Emily Hampton became a Police Cadet when she was 15 and had already set her sights on a job in policing, while her ultimate goal is to join the Force's dog unit.

Her interest in policing was sparked by a television documentary series called Send In The Dogs which followed the work of the Metropolitan, Greater Manchester, West Yorkshire and British Transport Police dog handlers.

She said she thought joining the Cadets would provide a good opportunity to meet other young people that shared similar interests and also wanted to become full-time police officers.

From the Cadets her next step was to join the Special Constabulary, covering the minimum 16 hours each month and more whenever possible, alongside studying for her degree in canine clinical behaviour and part-time work in a pottery painting shop.

Emily said: "Being a Cadet definitely prepared me to become a Special Constable. I was unsure whether I would be able to fulfil the voluntary role at first but I was encouraged by the Cadet leaders and Special Constables to try for the role.

"And although I am not operational as a Police Constable yet, I do believe being a Special has helped me understand the role well and also get a clear insight into what it involves."

Emily praised those who helped her achieve first Cadet to Special and then Special to Police Constable under the new recruitment scheme.

She said: "I am very grateful for all the help and time people in the Police Cadets and Special Constabulary have invested in developing me to be able to achieve my goal as I truly believe I wouldn't be in this position without them.

"Being on the Special to Police Constable intake is very exciting as we all share similar experiences and it feels good that we are all being recognised for our previous experiences and contributions as Specials."



Emily Hampton.

Emily found out her application to become a police officer had been successful after the interview stage last December and started her training last month.

She said: "It felt like such a milestone in my life and as if all the hard work put in had paid off.

"So far it is going well and I am very excited to get back out and be operational again."

Emily expects to find the role of PC a challenging one as a whole due to the nature of the work but said she was keen to embrace all the challenges the job presents.



BEING ON THE SPECIAL TO POLICE CONSTABLE INTAKE IS VERY EXCITING AS WE ALL SHARE SIMILAR EXPERIENCES AND IT FEELS GOOD THAT WE ARE ALL BEING RECOGNISED FOR OUR PREVIOUS EXPERIENCES AND CONTRIBUTIONS AS SPECIALS.





Are your debts starting to pile up?

We're here to help you manage your finances and consolidating your debts may help to improve your current situation. Debt consolidation is the process of combining your existing debt into a single loan.

There are three main reasons that members consolidate their debts with us:

Managing Debt

As we don't offer financial advice, we are unable to advise you if debt consolidation is the right thing for you. We can however, explain the process and how it may or may not benefit you.

The process of consolidating your debts involves applying for a new loan and using the funds to repay and close other financial accounts (such as credit cards, credit agreements, loans etc). Having all your debts in one place means that you are charged one interest rate, have one repayment term and hopefully have more disposable income each month.

- 1 To reduce the total amount of interest paid over the duration of the debt**
- 2 To reduce the monthly repayments to increase disposable income**
- 3 To have a single repayment for all of their debts, straight from payroll***

- Repay straight from payroll**
- Loan decisions are based on affordability, not just your credit score**

- No fees for early repayments**
- See how much your repayments would be before you apply with our loan calculator**

Visit www.no1copperpot.com

Scan for more information



*Available in 28 forces.

All loans are subject to affordability and our lending criteria.

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TOUCHING SERVICE OF REMEMBRANCE FOR FALLEN COLLEAGUES

A ceremony to remember colleagues who have lost their lives in the line of duty has been held at North Wales Police headquarters in Colwyn Bay.

The ceremony, on National Police Memorial Day in September, was led by Deputy Chief Constable Richard Debicki alongside one of the newly-appointed Force chaplains, Ant Howe.

A minute's silence was held at 11am, while the bereaved families of two fallen police officers lit a candle in their loved ones' memories.

North Wales Police Federation was represented by branch secretary Mark Jones.

He said: "Given the reduced number of people attending the National Police Memorial Day service in Lincoln because of Covid safety measures, it was very special to be able to have a local service at the front of Force headquarters.

"This was a simple service of reflection and remembrance for every single police officer who loyally served the communities of North Wales but never made it home at the end of their shift.

"It really was a moving and fitting tribute to our former colleagues."



Honouring fallen officers.

“ THIS WAS A SIMPLE SERVICE OF REFLECTION AND REMEMBRANCE FOR EVERY SINGLE POLICE OFFICER WHO LOYALLY SERVED THE COMMUNITIES OF NORTH WALES BUT NEVER MADE IT HOME AT THE END OF THEIR SHIFT.



MEMORIAL DAY HONOURS FALLEN OFFICERS

Fallen officers from across England, Wales, Scotland and Northern Ireland were remembered in a poignant service to mark National Police Memorial Day.

Mark Jones, secretary of North Wales Police Federation, attended the poignant service which included a reading from Home Secretary Priti Patel and an address by Metropolitan Police Commissioner Dame Cressida Dick.

Speaking after the service at Lincoln Cathedral, Mark said: "National Police Memorial Day is a key date in the policing year and it was good that we were able to attend the service this year, as last year it was a virtual service due to the pandemic.

"In coming together, members of the policing family show that fallen colleagues, and the families they left behind, are never forgotten."

The names of six officers who had lost their lives since the 2020 memorial day were read out: Paul Keaney, Chris Miller, Matt Ratana, Darryl Street, Thomas White and Quamar Zaman.

John Apter, national Federation chair, said: "Let us remember before God the men and women of the police service who gave their lives in the exercise of their duty."

Ms Patel gave a short Bible reading from Corinthians 13 on the subject of love.

The service was led by Reverend Canon David Wilbraham, national police chaplain and coordinator of National Police Memorial Day, who said: "On this National Police Memorial Day, we give thanks for the



Mark Jones, secretary of North Wales Police Federation, at the service.

bravery, courage and sacrifice of officers who since British policing began, have died on duty."

During the service, representatives of fallen officers lit candles, one each for the forces in England, Northern Ireland, Wales and Scotland.

While the congregation observed a minute's silence, petals of remembrance, representing all who have lost their lives, fell from the gallery as the orchestra played "Abide With Me" and "The Last Post" was sounded.

National Police Memorial Day was founded in 2004 by now retired Sergeant Joe Holness to commemorate the memory of colleagues lost in the line of duty. Sergeant Holness was motivated by the death of his colleague, fellow Kent officer PC Jon Odell, who was killed in December 2000 after a vehicle was driven at him.



Donate to National Police Memorial Day

Donating to NPMD, which relies on donations and fundraising, couldn't be easier. Choose one of the below methods to support the charity.

Scan



Open the camera app on your phone and scan the QR code below:



Text



To donate £1, text NPMD to 70201
To donate £3, text NPMD to 70331
To donate £5, text NPMD to 70970
To donate £10, text NPMD to 70191

Visit



www.justgiving.com/nationalpolicememorialday

Thank you to everyone for your continued support



www.nationalpolicememorialday.org nationalpolicememorialday@polfed.org [@npmdUK](https://twitter.com/npmdUK)

WORKING TOGETHER FOR THE HEALTH AND SAFETY OF ALL



No matter what your views are about health and safety it affects us all whether you are at chief officer level, a response officer, a member of staff, a volunteer or a call handler.

From a legal and moral perspective, we all have a part to play in safeguarding the health and wellbeing of ourselves, our colleagues and our families by maintaining safety standards across the Force.

Essentially, we all need to understand what is a safety culture, and what it means to us. An effective safety culture is when an organisation places a high level of importance on safety, beliefs, values, attitudes and the safety of its employees. It can be characterised as 'the way we do things around here'.

Colin Jones, the Force health and safety manager, has produced this update.

TRAINING

One of the most important aspects of increasing health and safety awareness, this includes:

- **First aid**
- **Risk assessors' courses**
- **Fire steward training**
- **IOSH Managing Safely courses.**

EFFECTIVE COMMUNICATION

The Health and safety team has a dedicated intranet site and publishes a number of key documents. It's a Force-wide resource for all

officers and staff, so please take a look and feel free to comment.

RECORD MANAGEMENT

Regularly reviewing its records and data analysis allows the health and safety team to identify any patterns, emerging trends or problematic areas. This allows them to suggest changes to senior officers to improve safety standards.

REPORTING OF INJURY AND NEAR MISSES

Health and safety requires that we report, investigate and learn from all accidents and near miss situations. The team analyses and records each incident and implements further actions if required, escalating any concerns to the Force's Health and Safety Management Board.

It is important that we all understand the following as it is a legal requirement.

Line managers **MUST** ensure that ALL injury and near miss reports are submitted promptly and that incidents are investigated and include their (LMs) investigation and findings on the forms in line with their legal responsibilities and Health and Safety Policy.

Equally important is that any updates relating to injured officers or staff are provided to the health and safety unit via the automated reporting system as soon as possible. This is particularly important when RIDDOR reports need to be submitted to the Health and Safety Executive (HSE) within

statutory time frames. Failure to submit RIDDOR forms on time can have serious consequences for the organisation and individuals concerned.

AUDIT REPORT

The auditors appraised the adequacy of the arrangements for managing the health and safety requirements of the organisation and considered the arrangements for compliance with key legislative requirements.

Failure to comply could place officers and staff at risk of harm and result in reputational damage to the Force with a potential financial impact.

CONCLUSION

Whatever your views are about health and safety, our over-arching aim must be to make NWP safe and secure by working together. Members of the health and safety team welcome your views and suggestions on how they can improve their service, and raise the profile and understanding of health and safety within the Force.

Colin is also keen to hear from members of staff who have an interest in becoming fire stewards or first aiders or taking IOSH Managing Safely courses.

You can read the full update, including the auditors' findings and the measures that have been implemented at: <http://www.nwpolfed.org/health-and-safety-update-november-2021/>



TRAILWALKER

TEAM EFFORT ENDS WITH TRAILWALKER CHALLENGE SUCCESS

Three of the Force's chief officer team were joined by two staff officers to complete the Trailwalker Challenge at the end of September.

Chief Constable Carl Foulkes, Deputy Chief Constable Richard Debicki, Assistant Chief Constable Sacha Hatchett and staff officers Inspector Katie Ellis and Sergeant Dafydd Curry walked 100km in just under 21 hours during the challenge as part of a fundraising effort in aid of Oxfam and The Gurkha Welfare Trust.

The team ended up running the first 15 miles and walking the remaining 47, raising a total of £1,715.27.

In the months leading up to the event they trained hard, with a combination of weekly running and longer run-walks taking them over distances just short of a marathon.

"This has been one of the most physically and mentally challenging things I have ever taken part in," said Katie, "It's amazing what the body can do if the mind allows it to."

"It was such an amazing achievement for all involved and brilliant to have raised so much for such deserving charities, so a big thank you to anyone who donated."

"Key for me was the support and advice from my running group beforehand as well as a couple of big trial walks. Thankfully, by taking on advice, my feet held up, it was just forcing down the calories that I struggled with."

"A big thank you goes out to our support crew though, as without them it really would have been impossible."



Left to right: Fundraisers Sergeant Dafydd Curry, T/DI Katie Ellis, DCC Richard Debicki and CC Carl Foulkes receiving their medals at the end of the challenge.



T/Insp Katie Ellis pauses to take a photo of the team en route.

UNCOVERING THE WIDER BENEFITS OF FINANCIAL ADVICE

New research shows that sound financial advice boosts confidence and emotional wellbeing

Financial advice is more important than ever. Not only have changes in pensions and financial regulation placed more responsibility for planning retirement income into the hands of individuals, but the coronavirus pandemic has also reminded us all of how unforeseen events can rock the foundations of what we had thought was a stable financial footing.

The financial benefits of taking advice are well documented. Research undertaken by the International Longevity Centre UK (ILC) in 2019 showed those who take advice are on average £47,706 better off in retirement than those who don't¹. But that's not the end of the story.

Building on this study, the ILC has undertaken new research this year that shows financial advice could be an important factor in promoting mental health and wellbeing. Its report "Peace of mind: Understanding the non-financial value of financial advice" finds non-financial benefits may be at least as important as the more easily visible financial ones in achieving this.

Participants in the study, who had taken financial advice, reported they felt less

worried about their future, enjoying the peace of mind that comes from knowing proper preparation has been made for their later years – and that included those who were already in retirement.

They felt more confident they would achieve their long-term goals and, through their interactions with an adviser, felt more financially literate and able to understand how those goals would be achieved – and more empowered to make complex financial decisions for themselves. Being in control of their financial future in these ways left them feeling reassured and less worried than they would otherwise have been.

But despite these benefits, there remains a significant "advice gap", with fewer than one in six people taking advice. This stems partly from a lack of awareness of the benefits of seeking advice and of how and where to find it. Among those who haven't taken financial advice, some – especially women – were worried that doing so would actually result in a loss of control, and that decisions would be taken out of their hands, but the experience of the advised participants showed this to be an unfounded fear.

However, it remains clear identifying long-term goals and establishing a financial structure to achieve them results in greater emotional wellbeing. Closing the "advice gap" is a vital next step in giving that peace of mind to all.

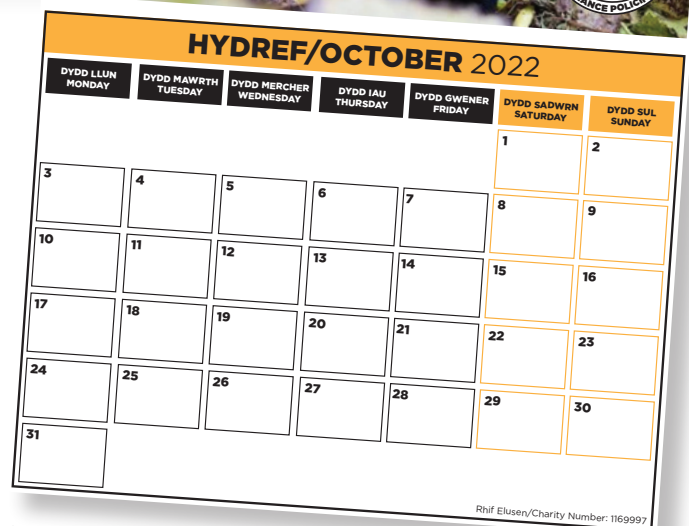
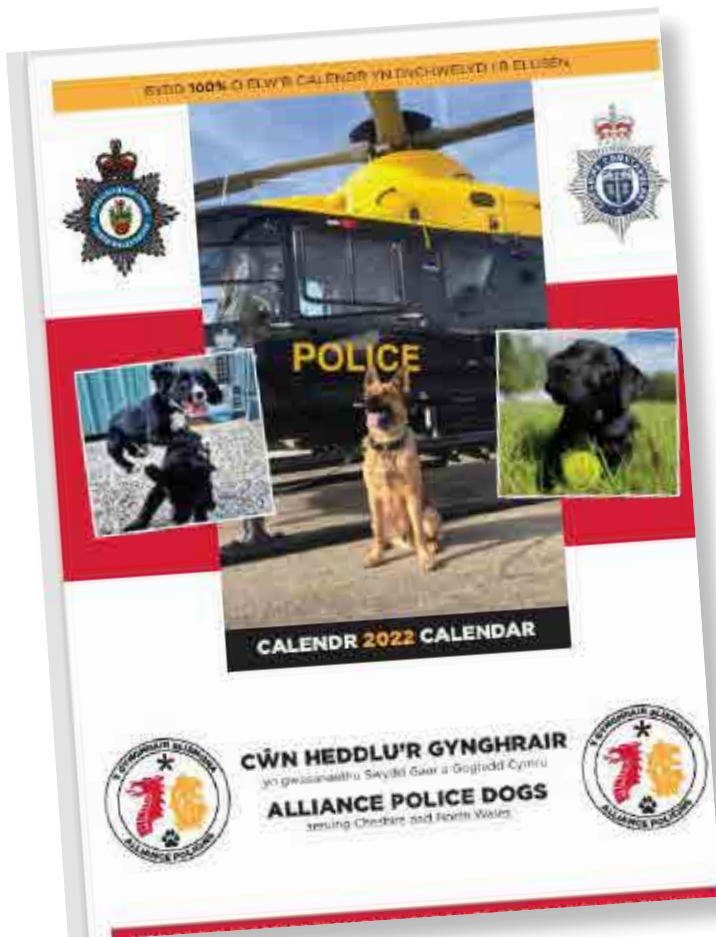
So, the ILC is calling on government, the industry and the Financial Conduct Authority (FCA) to work together to remedy the situation by highlighting both the non-financial as well as the financial benefits of advice, and reassuring individuals that advice will be tailored specifically to their goals.

A financial adviser can help with your own financial planning. To receive a complementary guide covering wealth management, retirement planning or inheritance tax planning, contact Michael Edwards Wealth Management on **01285 678910** or email michael.edwards@sjp.co.uk

¹ILC, What it's worth – Revisiting the value of financial advice, November 2019, based on receiving professional financial advice between 2001 and 2006 resulted in a boost to wealth (in pensions and financial assets) of £47,706 in 2014/16.



SUPPORT OUR CANINE CRIMEFIGHTERS



A fundraising calendar showcasing the role of the Force's canine crimefighters is now on sale.

Each month features one of the dogs in action, shining the spotlight on the variety of work they do.

The Alliance Police Dogs are a collaboration between the Force and Cheshire Constabulary to provide general purpose, firearms support and specialist search dogs to support policing activities. There are 37 police dogs in the alliance.

All the proceeds from the sale of the 2022 calendar will go towards Paws Off Duty, the North Wales Police and Cheshire Constabulary Dogs charity established in 2015.

The fund, established by PC Jackie Edwards from the Alliance Dog Section, helps with the day to day costs of looking after the animals when they retire.

Police dogs usually retire from active service between the ages of 8 and 10 and

are re-homed by handlers, or members of the public and the fund can provide funding towards their needs and veterinary treatment.

Chief Inspector Simon Newell, head of alliance policing for Cheshire and North Wales Police, said: "The calendar is always hugely popular and is a great way of boosting our funds due to its popular demand.

"Our K9s dedicate their lives to looking after the public of North Wales and Cheshire and it's only right that they have the best possible life after retirement.

"Once again we'd like to extend our sincerest thanks to Farm and Pet Place for selling the calendars on our behalf. We are

extremely grateful for their continued support."

The calendars cost £9.99 and can be purchased via <https://www.farmandpetplace.co.uk/shop/products/pet-pet-gifts/gift-ideas/alliance-police-dog-calendar-donation.html>

PENSIONS HUB AVAILABLE TO OFFICERS AND STAFF

The All Wales Pensions Hub, launched last year, is available to all officers and staff in North Wales Police, and has been designed with officers, Local Government Pension Scheme members and pensioners in mind.

So what is the purpose of the Pensions Hub?

- **Most importantly, to provide one to one retirement interviews for officers and LGPS members up to four months from their leaving date, providing them with pension and lump sum figures and their taxable options.**
- **Experienced and knowledgeable staff will provide a personalised and confidential service to ensure officers and staff have the correct information to make an informed choice about their pension scheme entitlement and complicated tax matters.**
- **To provide valuable pensions input to probationers and new starters, as well as being a dedicated point of contact at all mid-term and pre-retirement courses. The team is also available to provide pension updates for all retired local Government members and police pensioners.**
- **To provide a point of contact and**

support to the family of a deceased officer or member including pensioners, where there is a pension entitlement.

- **To provide pensionable pay calculations in relation to cash equivalent transfer value requests e.g. for divorce or transfer purposes.**
- **To provide retirement and leaver information to the relevant administrator.**
- **To work alongside the staff associations to provide ill-health retirement guidance and options for police officers and LGPS members.**
- **To provide the necessary breaks in service (maternity, parental and career breaks) information to the relevant administrator.**
- **To provide one to one sessions for annual allowance and life-time allowance breaches prior to the HMRC deadline.**
- **To provide a central point of contact for all pension-related matters.**

Gruffydd Harrison, Pensions Hub Officer for the service, said "Since the hub started in December 2020, through the employment services or Police Federation, we have held one to one appointments with over 800 officers across Wales.

"The one to ones cover a range of subjects; queries around the pension schemes, the calculation of figures and retirement options and Annual and Life time allowance issues to name a few.

"We have also provided information and clarity to members around the impending Mcloud pension remedy.

"The Hub provides a central point for specialist information surrounding Police Pensions that staff and officers can utilise for any issues or help they need with their pension."

The service has been incredibly popular in North Wales, and 68 one to one appointments have been held at the Federation Office with officers and staff since the service was launched in North Wales. North Wales Police Federation Branch Secretary Mark Jones said "Pensions, as we all know, are a very complex issue and each individual has different circumstances so the opportunity to have a one-to-one appointment with a pension specialist is invaluable. The success of these surgeries have been outstanding and feedback has been very complimentary. This has been a team effort between the Federation and UNISON and our plan is to continue these surgeries for as long as there is a demand."



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 & 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 & Civil Litigation
- Commercial Property

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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

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