

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



Spring 2020



**Serving our members, serving
our communities** – See Pages 15 to 17

Representing • Negotiating • Influencing

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Secretary's foreword

Time for police officers to get the respect they deserve

By Mark Jones
Secretary of North Wales Police Federation



Hello and welcome to the first issue of *Your Voice* for 2020. As we enter a new decade in policing, it is worthy to look back and reflect. The previous 10 years were probably the most challenging for policing there have ever been. The savage and bone-deep cuts to policing budgets have left significant and permanent scars. The scars are also visible on the very police officers who have had to endure them.

The police service continues to have to do more and more with less and less. The

financial hardship upon the very people who we send in to sort the good from the evil has been too much to handle for some.

Questionably, we enter a new dawn for policing. Supposedly, recruitment numbers of new police officers will go through the roof, however, this is only make-up on what is a very fractured public service.

We are not shy in telling everyone just how amazing our police officers are. Every single day police officers, supported by an invaluable team of police staff, special constables and volunteers, go out there to passionately protect the very communities that we live and work in.

Police officers, by virtue, are sceptical creatures, so we will be forgiven if we have not yet quite jumped onto the carnival celebrations that this new Government

Taser uplift

A further 167 North Wales officers will be equipped with Taser through the £10 million ring-fenced fund announced by the Government late last year.

All 41 Police and Crime Commissioners (PCCs) who submitted a bid for a share of the money were successful with the Force receiving its requested allocation of £137,775.

Mark Jones, secretary of North Wales Police Federation, said: "We welcome this announcement. The Police Federation has been passionately campaigning for our members to have the best possible equipment and training as they are sent to deal with the most violent of situations.

"Taser is an extremely effective means of dealing with the many dangerous situations that officers often face on the streets and is a less lethal option than



more conventional firearms."

The total number of Tasers asked for by PCCs was 7,923 at a cost of £6.5m. The two forces that did not seek any funding were North Yorkshire and Staffordshire. The new money is intended to cover until March 2021.

Provision has also been made to support the training of Taser instructors with £150,000 being allocated for this, with the remainder of the £10m being used to tackle serious violence and county lines drug gangs.

Making the announcement, Home Secretary Priti Patel said: "Our brave police officers put themselves in harm's way to protect us all and Taser is an important tactical option in potentially dangerous situations.

"This funding forms part of our commitment to ensure forces have the powers, resources and tools they need to keep themselves and the public safe."

The Police Federation of England and Wales has long campaigned for a wider roll-out of Taser with its recent snap-shot poll suggesting 89 per cent of officers would want to routinely carry Taser after being given appropriate training with nearly 97 per cent saying their colleagues should be

projects. We need to see the cold, hard evidence that there is significant investment in policing and that there is truly a desire to care for our overburdened emergency services.

You may think I am biased. You would probably not expect anything less but we really do have the very best in policing and it is time they are given the very respect they deserve.

Hot off the press; it is welcome news that the Home Office has agreed funding for an extra 167 Tasers in North Wales. The Police Federation has been passionately and vocally campaigning for the wider roll-out of Taser. This invaluable piece of equipment goes a significant way to protect police officers when dealing with the most violent situations. Equally, there have been countless times Taser has protected the public.

We continue to support the wider roll-out of Taser and, as always, our commitment is to work with North Wales Police and the Commissioner's office to ensure our members are the best protected when we asked them to put themselves in harm's way.

Finally, it would be remiss of me to not pass our thanks and best wishes on the retirement of our long-standing branch chair, Simon Newport. We also congratulate Nick Hawe who will start as the new branch chair in April. I want to wish Simon a very happy, healthy and prosperous retirement.

allowed to carry the devices.

The Home Office's announcement follows a raft of new policing-related policies which has seen the Government pledge to recruit 20,000 new police officers, review sentencing for those who attack police officers and introduce a Police Covenant.

But the Home Secretary has made it clear that the Government expects to see a return on its investment. Speaking at the National Police Chiefs' Council (NPCC) Summit at the end of February, Ms Patel said she was 'unequivocal' in her support for officers but added: "There must be no weak spots... and I will be unapologetic about holding you to account."

- In the latest national Police Federation survey on routine arming in 2017, 35 per cent of North Wales respondents said they wanted all officers to be appropriately trained and armed at all times when on duty but 79 per cent said they wanted to have access to Taser at all times. At that time, 39 per cent of officers in North Wales had access to Taser at all times, compared to 22 per cent nationally.

Federation seeks five per cent pay rise

The Federation is calling for a five per cent pay rise for officers in this year's submission to the independent pay review body.

In a document submitted to the Police Remuneration Review Body (PRRB) jointly with the Superintendents' Association, the Federation makes 20 recommendations on officer pay and says the unique role officers play in society needs to be recognised.

"We welcome these recommendations and hope that PRRB takes on board the evidence provided when it makes its own views on our annual pay rise known to the Government later this year," says Mark Jones, secretary of North Wales Police Federation.

"Police officers' pay has fallen in real terms in recent years and it is now time, particularly with an extensive recruitment drive underway, for the Government to ensure officers are fairly paid for the challenges and risks of their role.

"In the latest pay and morale survey, four out of 10 of the North Wales officers who responded said they worried about their finances either daily or almost every day and almost three quarters felt they were worse off financially than they were five years ago. That is just not acceptable.

"To attract the right calibre of recruits and also to retain the experienced officers we have, we need to ensure police officers are

paid fairly."

Other recommendations in the submission to the independent pay review body include:

- **The introduction of a minimum starting salary £24,177**
- **The removal of the lowest two pay points for constables to help recruitment**
- **The shortening of the constables' and sergeants' pay scales so officers reach the top faster, and**
- **The introduction of new top pay scale points for all ranks, to incentivise retention.**

The recommendations form part of a 143-page report submitted to PRRB and compiled by the Federation's research and policy support department.

National Federation chair John Apter explains: "For too many years police officers have been treated with contempt by government with their pay having effectively been cut by 18 per cent in real terms over the past decade.

"And while we are starting to see some positive moves from the new Government, ministers now need to show they are serious about their commitment to policing, by paying police officers fairly for the uniquely challenging job they do."

Pensions update

The Police Federation of England and Wales drew up a list of more than 20 questions to be considered at the first meeting of the Technical Working Group (TWG) of the pensions Scheme Advisory Board (SAB) considering the remedy to the discrimination found in the implementation of the 2015 Career Average Revalued Earnings (CARE) Police Pension Scheme.

The Federation worked with a team of legal advisers and pensions specialists to compile the list which covered what they saw as 'critical' issues including seeking assurances officers will have access to sufficient information and, potentially, independent financial advice to help them understand which scheme provides them with the better outcome.

"The first meeting of the SAB, TWG was held on 11 February 2020. In the first instance, our role was to ensure that Government understands the scale and breadth of the problem," says the Federation's national secretary, Alex Duncan, in an update issued on 13 February.

"The Government has already committed to rectifying for everyone the

discrimination caused by transitional protections - not only claimants. Discussions in the TWG focus on how best to achieve this, as well as considering other knock-on effects that any remedy will have, such as the impact on contributions, taxation, and - crucially - on the most vulnerable, such as officers who have ill-health retired."

He added: "Matters arising from the McCloud judgment on the discrimination caused by the current transitional protections in the CARE 2015 scheme will be complex to unpick, and this will take some months."

The seven main staff associations - the Police Federation, Scottish Police Federation, Police Federation for Northern Ireland, Police Superintendents' Association, Association of Scottish Police Superintendents, Superintendents' Association of Northern Ireland and Chief Police Officers' Staff Association - are working together with key employer representatives through the SAB to reach a solution.

Read the Federation's latest pensions FAQs at <https://tinyurl.com/vqh4w7p>

Nothing short of a privilege

By **Simon Newport**
Chair of North Wales
Police Federation



Well, the time has finally come. Retirement is imminent and as one chapter in my life

comes to a close another one opens. Between the Royal Navy (nine years) and the police service (25 years), I have reached the end of a 32-year career serving both my country and community*.

I am immensely proud to have served in the police service and I have never regretted my choice of career. During my time, I have had highs and I have also encountered a few lows, which at times, took me to very dark places. I've laughed, I've cried, I've wondered why. But, overall, being a police officer has been nothing short of a privilege.

I am proud of my achievements within the Police Federation of England and Wales both locally and nationally. I have now been the chair of North Wales Police Federation for six years and, during that time, I believe my colleagues and I locally have made a real difference to those out there who turned to us in their hour of need.

I am leaving a service that has changed beyond recognition from when I first joined and many of the changes have seen the

introduction of better equipment, improved vehicles and smarter IT all designed to ensure that colleagues have the correct tools at their disposal in order to give the public the best service they can. Many of those improved tools have come as a direct result of campaigning by the Police



Simon played an active part in the Police Federation's annual national conference. He is pictured in 2017 putting a question to Home Secretary Amber Rudd about police officers having second jobs.

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Federation secretary Mark Jones (right) presented retiring chair Simon Newport with a gift to mark his retirement.

Federation on behalf of its members; a recent example would be Taser.

I am also leaving a service that has, over the past 10 or so years, seen its fair share of political bashing by the Government of the day. In my opinion, the dark days of the May Government were possibly one of the hardest and lowest points that the service faced in decades with constant austerity and regulatory change to all of our working conditions. The fact that politicians felt they could change our conditions of service by repealing or introducing new legislation, with the full knowledge that, as a service, we would be unable to resist or even challenge those changes just showed the contempt that the then Government held us in.



With fellow reps who completed a PIP training course at the Federation office.

Looking to the future and listening to the recent rhetoric, it appears the service is being looked upon in a more favourable manner now and rightly so. The men and women I have been lucky enough to work with across the country are in every sense, dedicated, hard-working and professional and, as a result of this, they deserve the full support of any Government, period.

Locally, I can see that North Wales Police is in safe hands going forward. The organisation has an amazing workforce and some great leaders who, as well as having strong operational skills, have the welfare of their staff close to their hearts. This is noticeable by the recent rise in welfare and wellbeing projects. These projects are exactly the right thing to be investing in as we move forward.

Let's be fair, North Wales Police is a great employer and it's an organisation that makes you feel part of a family. It has to be one of the best organisations to work for here in North Wales.

Despite my excitement to exit and commence my next chapter, my departure will be tinged with a hint of sadness. Who knows, after a well earned break, I may be back if they will have me.

I feel extremely privileged that I am able to publish my thoughts as I approach retirement because, as is often the case, many leave after years of service without so much as a goodbye.

It has been an honour to have served the communities of North Wales, an honour to have held the position of constable and an honour to have served as the chair of North Wales Police Federation and I wish you all a safe, contented and healthy future. * Two years in the Royal Navy were served as boy time. Under 18.



Jamie pops the question ahead of Christmas Day shift

Most officers will barely manage a brew before they leave the house for a 7am early shift but on Christmas Day PC Jamie Aston managed a whole lot more – proposing to his girlfriend.

The Bangor-based officer put up banners around the house saying 'Will you marry me?' and put the couple's six-week-old son Gruff in a babygrow with the question 'Mummy, will you marry Daddy?' on it and surrounded him with rose petals.

When his partner Ffion came downstairs, Jamie was on one knee.... She said yes, they had a cup of tea together and he left for work.

However, the excitement for the couple did not end there as Jamie then appeared live on BBC Breakfast.

He explains: "I was asked a few weeks before Christmas Day if I was happy to talk on BBC Breakfast on Christmas Day morning in respect of being a police officer working Christmas Day.

"They then contacted me on Christmas Eve so that we could basically run through everything, they opened the conversation by saying 'So Jamie, we have been informed that you are going to be asking a specific question tomorrow morning?'

"I was in total shock and to this day still have no idea how they found that out because I had only told a small number of people and my shift in Bangor didn't even know about the interview until they actually watched it Christmas morning. So how they found out remains a mystery.

"My shift had no idea about the proposal and no idea I was going to be on BBC Breakfast. We were sat in the canteen having morning briefing then the BBC started Facetimeing me. I simply got up and told them to put the news on and watch. When I came back in they couldn't believe it

but were all lovely and really pleased for myself and Ffion."

He continued: "The reason behind proposing at home was because my partner doesn't like fuss but that has totally backfired! If I said that I didn't think the media attention would have been as much as it was, you'd probably think I was lying, but I honestly didn't. It was crazy.

"We had mentions in national newspapers, a spread in the local Daily Post and mentions on various social media pages...so much for me not wanting to make a fuss!"

Jamie decided to pop the question on Christmas Day after Gruff arrived five weeks early. He then set the wheels in motion and went and chose a ring, having a good idea of what Ffion would like as they had looked together previously, thinking one day it would happen.

"Keeping it secret was the hardest thing I have ever had to do. I usually can't keep secrets when it comes to presents, I end up blabbing somehow but I am proud of myself on this occasion," Jamie said.

"Ffion literally had no idea and her reaction Christmas morning confirmed that for me."

As for the rest of Christmas Day, Jamie said: "It was just another day really, we were lucky really in Bangor and we were able to crack on with our own workload, however, on a few occasions we went across to Caernarfon to assist colleagues with incidents.

"When I got home we celebrated briefly with family but nothing major. It was a relaxed evening as I was back in work at 0700 Boxing Day morning."

The couple have been together nearly four years and are looking at setting a date for 2022.

“THE REASON BEHIND PROPOSING AT HOME WAS BECAUSE MY PARTNER DOESN'T LIKE FUSS BUT THAT HAS TOTALLY BACKFIRED! IF I SAID THAT I DIDN'T THINK THE MEDIA ATTENTION WOULD HAVE BEEN AS MUCH AS IT WAS, YOU'D PROBABLY THINK I WAS LYING, BUT I HONESTLY DIDN'T. IT WAS CRAZY.

'The pressure does not stop while we wait for the computer to stop pausing'

By Dan Ball
North Wales Police
Federation
workplace
representative



I am attempting to write this issue's article on a computer in the station in Rhyl which is so slow that outlook seems to freeze every few minutes, RMS moves at about the same rate as tectonic plates and I dare not even think about opening up Forcebook!

This is a situation that I know many of you have been facing day after day for months with no apparent light at the end of the tunnel. IT issues like this would be frustrating if you were at home browsing the internet or watching Netflix (other streaming services are available) but are intolerable and bordering on dangerous in an organisation like ours where everything we do is reliant on computer systems.

We have had EOELs introduced across most of the Force which are fairly universally felt to be extremely time consuming even with a system that is running at normal speed. We have a crime management plan in place which most front-line supervisors seem to be struggling to cope with and this is turned into a nightmare when almost every press of RMS takes five times longer than it should to process. We have a stock of body-worn video units which are so tired that most of them don't work, and certainly

cannot be relied upon at the critical moments.

The interface between CAD and RMS seems to have a mind of its own stopping you from being able to put your updates on within the timeframes you are told to work within. We have a NICE system set up to allow us to transfer CCTV to the CPS but the CPS refuses to accept clips of anything but very short lengths.

For a long time now we have been told about new computers and systems which will change the way we do things, new body-worn video cameras that are better, more reliable and with longer lasting batteries. We have been told that new technology is the key to us working smarter and providing a better service.

But the new computers are seemingly no nearer now than they were a year ago. The new body-worn video cameras can't be rolled out because the old computers cannot cope with them and they won't function. But EOELs roll on. The expectations of the crime management plan roll on.

The pressure on all parts of the organisation do not pause, the suspects don't stop assaulting you and the incidents don't stop coming in just because the kit is on a go-slow or because you need to spend 30 minutes trying to edit down a video clip so that the CPS will accept it.

Now it would be very easy to cast the blame for this on the hard-working people in ICT but that would be both unfair and unhelpful. All areas of the organisation face their own stresses, pressures and restrictions

on what they are able to accomplish. None of them want us to be in the situation we are in at present. But something needs to be done to fix these problems and it needs to happen quickly.

If not then it is only a matter of time before someone gets hurt, or worse, because the nearest back-up could not get to them quickly enough as they did not know where their colleague was while they were screaming for help. It is only a matter of time before something goes wrong because the key piece of information was not found quickly enough on RMS because the computers decided that was when they were going to crash. It is only a matter of time before a colleague already under massive stress and pressure is unable to cope because their job was made even more difficult because every click of the mouse took five times longer than it should or the document they just spent an hour typing was lost because the system crashed.

As a front-line response sergeant, I see the problems caused by these IT issues every single day. I see, and feel, the pressure and frustration that officers face because they can't get the tasks done quickly enough. I have managed incidents where the critical information needed takes an age because the computer is crawling along at a snail's pace.

System problems like this would not be accepted in private industry but they take on a whole new level of severity when they could potentially be the difference between life and death. Let us hope that it never comes to that.

More than 200 new officers for NWP

By *T/Chief Inspector Essi Ahari, North Wales Police Federation workplace representative*

A national campaign to recruit 20,000 new police officers was launched last September, urging people to join the police and 'be a force for all'.

In the next three years the Government will be investing more than £1 billion to recruit the new officers who will be spread between the forces across in England and Wales.

This sum will come from general taxation, Government borrowing, police and crime commissioners and, if applicable, mayors. Suffice to say, it is new money.

This initiative (uplift), the biggest recruitment drive in decades, will be overseen by a new national policing board under the 'Be a force for all' slogan. This is significant and most welcomed. However, even with this influx, we will still be less than our pre-austerity numbers.

According to Home Office data, between March 2010 and March 2018 police forces in England and Wales lost 21,732 officers. This was compounded by a 40 per cent reduction in the numbers of PCSOs. The Police Federation fought hard to resist cuts in police numbers and it is pleasing to see the Government recognising past mistakes.

We should all embrace this recruitment boom and appreciate the positive impact it will have in our communities. But we also need to manage the public's expectations.

The Prime Minister's view is that 'people want to see more officers in their neighbourhoods' and the Home Secretary echoed this by saying: "The public are clear they want to see more police officers on their street, whether they live in the city or the countryside. This is the people's priority and it is exactly what the UK Government is delivering."

This could well be assumed by many as 20,000 more bobbies on the beat. In reality, this will not happen. The police service is under huge pressure with demands hitherto unknown. Specialist units are struggling and would need a large proportion of the new recruits.

Although no definitive numbers have

been allocated to each police area, the best guesstimate is that between 200 and 230 new officers will be allocated to North Wales. This year alone we should recruit 62 new officers increasing our numbers by five per cent. We are already seeing an increase in our recruitment numbers and the future looks good.

I am not aware of the amount of cash ring-fenced for capital investment. We know there are a variety of logistical challenges that come with recruitment of such large numbers.

Do we have sufficient funds for fleet, buildings, IT capacity, infrastructure, equipment, trainers and supervisors to accommodate our new colleagues? I am not sure. Interestingly, a lack of lockers has been cited by policing minister Kit Malthouse as a major challenge!

Logistics aside, is growth in numbers always a good thing? Well, that would depend on who, where and how. I think it is imperative to maximise this unique recruitment opportunity to ensure we get the right people to address our gender inequality and diversity. But we must not compromise on quality.

UPDATE:

Having attended the Strategic Planning and Organisational Learning Board meeting on 21 January, I am reassured that our organisation is fully aware of concerns raised and challenges ahead. Unfortunately, the most important factor in project uplift has not been finalised. Of course, I am referring to cash!

This year alone we should recruit 62 new officers increasing our numbers by five per cent



New conduct regs aim to embed learning and development ethos

Changes to the police complaints, conduct and performance regulations aimed at making the procedure fairer and less stressful for officers and staff came into effect on 1 February 2020.

Importantly, the reforms aim to make the discipline system more proportionate and encourage a much greater emphasis on learning from mistakes. An enhanced role for Police and Crime Commissioners is expected to strengthen independence.

A key part of the changes includes the misconduct threshold being raised, thereby allowing low-level matters to be dealt with more proportionately at a local supervisory level.

Misconduct proceedings will be reserved for matters so serious that at least a written warning is required. The main objective of the new processes will be to recover service, identify and action any identified learning and ensure performance is improved as quickly as possible.

The changes will reinforce a shift away from a blame culture as well as giving managers the ability to rapidly deal with lower level issues in a much more proportionate and sensible manner, without involvement from the Professional Standards Department (PSD). In other words, managers will be allowed, empowered and expected to manage their own staff.

There will also be opportunities throughout formal misconduct proceedings for matters to be directed into the Reflective Practice Review Process (RPRP). See the flowchart opposite for the RPRP.

The reforms will also deliver a more efficient system for dealing with police misconduct, making the investigation processes simpler and therefore quicker, including a requirement to provide an explanation where investigations take longer than 12 months.

Within North Wales, chief officers have agreed a robust timescale for the future completion of local complaint matters and the expectation is that these matters will be resolved within 30 days, wherever possible.

This move towards expedited cases is supported by staff associations and UNISON.

Training and guidance is currently ongoing with managers expected to be dealing with these cases in the future and this will cascade to all staff in due course.

Mark Jones, secretary of North Wales Police Federation, said: "The Police Federation welcomes changes to the conduct and performance arena which will make procedures fairer and less stressful for officers in the future. It is hoped the reforms will promote a shift away from blame culture as well as giving managers the confidence to rapidly deal with lower level issues in a much more proportionate and sensible manner, without involvement from PSD.

"Not only is a formal written warning a serious stain on an officer's record but misconduct hearings, brought for mistakes which could have been dealt with through more appropriate means, cause unnecessary stress for members who are under enough strain already. The formal misconduct process should in future be reserved for the

most serious of cases only.

"The whole 'blame culture' – a belief that any deviation from the Standards of Professional Behaviour has to be put through a misconduct process – belongs in the past. There needs to be a shift in mindset whereby the organisation is alive to the fact that mistakes, errors or poor working practice can be corrected and learned from, not just by the individual but by the whole service, and learnt from quickly."

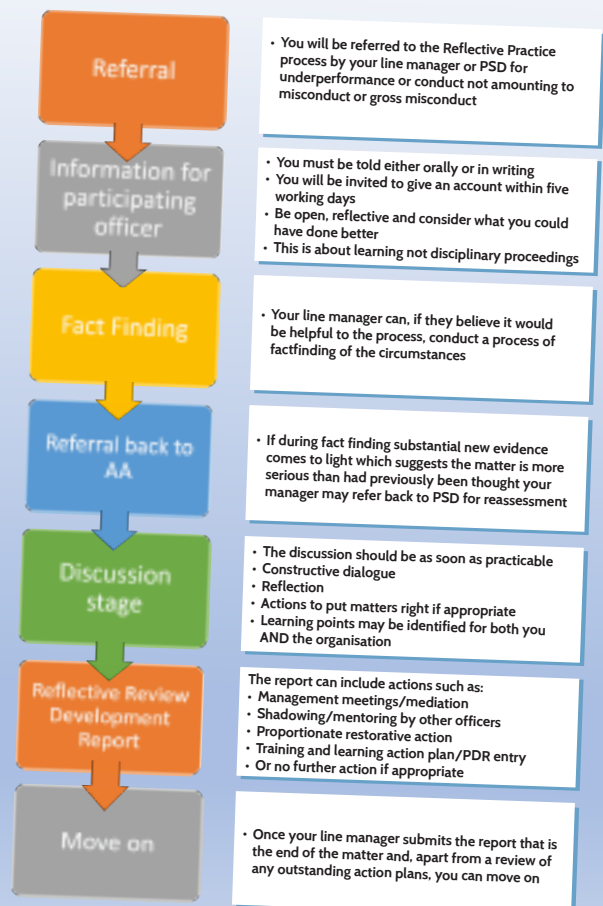
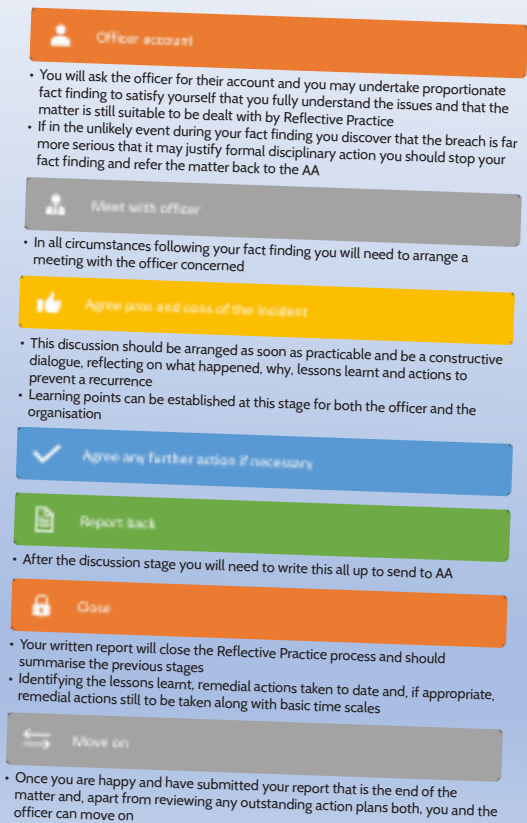
Deputy Chief Constable Richard Debicki said: "The new regulations, which are based on an ethos of learning and development, are to be embraced as a positive step in the right direction and have my full support. We should all be open to reflecting on whether improvements can be made and learning from our experiences. The Reflective Practice process can not only assist to achieve this for complaint and conduct matters but more broadly in all areas of our professional lives."

You can read more about the new regulations on the PSD intranet site.



THE WHOLE 'BLAME CULTURE' – A BELIEF THAT ANY DEVIATION FROM THE STANDARDS OF PROFESSIONAL BEHAVIOUR HAS TO BE PUT THROUGH A MISCONDUCT PROCESS – BELONGS IN THE PAST. THERE NEEDS TO BE A SHIFT IN MINDSET WHEREBY THE ORGANISATION IS ALIVE TO THE FACT THAT MISTAKES, ERRORS OR POOR WORKING PRACTICE CAN BE CORRECTED AND LEARNED FROM, NOT JUST BY THE INDIVIDUAL BUT BY THE WHOLE SERVICE, AND LEARNT FROM QUICKLY.

Reflective Practice Review Process for reviewing officer and participating officer



Federation calls for review of long-running conduct cases

All IPCC legacy and long-running conduct cases should be reviewed by the Independent Office for Police Conduct (IOPC) and there needs to be better disclosure training for officers, according to the Police Federation's national conduct lead.

Phill Matthews made the remarks after the IOPC withdrew a direction to compel Bedfordshire Police to hold a gross misconduct hearing following the death of a man in custody which left five police officers in limbo for more than six years.

North Wales Police Federation secretary Mark Jones has welcomed the national Federation's stance.

"We fully recognise the need for officers to be investigated when there is a death in custody or following police contact, however, the length of time some of these investigations are taking is putting enormous pressure on all those involved and something has to change – for the sake of officers and their families but also for the relatives of the person who has died," says Mark.

"In the Bedfordshire Police case, the officers involved have had more than six years of stress, anxiety, worry and uncertainty. That is totally unacceptable. It is now time for an urgent review of IPCC legacy

cases and other long-running investigations."

Leon Briggs (39) died in hospital on 4 November 2013 after becoming ill at Luton Police Station where he had been detained under the Mental Health Act.

In March 2018 the Crown Prosecution Service decided none of the five police officers and the one detention officer who had been in contact with Mr Briggs before his death should face criminal proceedings.

The IOPC pressed on with misconduct proceedings against the officers, directing their force to hold a gross misconduct hearing due to have run from 7 February to 28 February.

But on 21 February, the IOPC announced it had rescinded its decision, after the Federation had flagged numerous failings regarding the disclosure process which meant the officers could not be guaranteed a fair hearing.

Michael Lockwood, the IOPC director general, contacted Phill to discuss how the process can be improved.

Phill said: "This matter must be a catalyst for change and all long-running cases must now be reviewed with the same vigour before they too come to hearings - particularly outstanding legacy cases from

the IPCC era.

"If ever there was a case that exemplified the need for Time Limits on police misconduct investigations, this is it.

"This case highlights all that was wrong with the old IOPC and misconduct system with some shocking errors being made throughout investigation processes.

"The IOPC has blamed the Force for offering no evidence but if they don't believe there is a case to answer it cannot be right that the IOPC can compel that officers be put through a process which is detrimental to their health and wellbeing, and costly to the public.

"It is a shame this case could not have been pulled sooner by its investigators, and that it got to the stage where Mr Lockwood himself had to review it before rescinding the decision to direct."

Speaking on 21 February, he said: "We must remember that at the heart of this incident a man lost his life and it is only right that the actions of the officers who had contact with him are scrutinised and this has been done. I appreciate today's developments will come as little comfort to Mr Briggs' family and the IOPC must also look at how they deal with families who find themselves in these tragic situations."





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Innovative partnership will enable Force to better help people in mental health crisis

By Ruth Joyce, Betsi Cadwaladr University Health Board's criminal justice liaison service manager

Innovative partnership work between NHS mental health professionals and North Wales Police is helping to ensure people in a mental health crisis receive timely and appropriate support within the criminal justice system.

Mental health clinicians from Betsi Cadwaladr University Health Board are now providing a triage service which offers expert advice to officers and staff on how to deliver the most appropriate response to people in crisis.

This service will improve partnership working and allow officers and staff within criminal justice agencies access to appropriate support and knowledge. The practitioners, who have a vast knowledge of mental health, will provide meaningful information, assessment and advice on alternative approaches in order for officers to make an informed choice about how to assist the individuals they come across on a daily basis.

Members of the six-strong team of registered mental health practitioners who are funded via the local health board make recommendations on patient care, liaise with mental health units, offer alternatives to use of police powers where appropriate and make referrals to other support services.

Based at the Force control room in St Asaph, Denbighshire, they also provide advice and support for colleagues across the criminal justice system, including providing mental health assessments within the three North Wales custody suites and within magistrates' courts working closely with community health services and the National Probation Service.



Chief Constable Carl Foulkes (far right) with the team.

This service enables any detainee to access mental health assessment and onward referral to appropriate service where needed. It is based on the person's consent and a multi-agency approach to address health needs and risk management.

North Wales Police has a high number of detentions under Section 136 of the Mental Health Act compared to similar sized forces. However, only a small percentage of these detentions result in patients being formally admitted to hospital under the act, which demonstrates the need for a different approach. Therefore this collaborative approach can help officers to explore alternatives and work with services to achieve the best outcome for the individual.

The Health Board is hopeful that the

triage model will offer effective individualised support and signposting to new resources, such as its new I CAN Centres, in order to reduce the number of inappropriate S136 detentions and ensure that people receive the most timely and appropriate support. The team will be available for consultation prior to use of S136 and support those case where use of police power is necessary and proportionate to the situation.

Members of the team are actively involved in positive information sharing to assist in many of the difficult situations officers are called to, such as concern for safety, missing people and many other cases where a vulnerable person is experiencing crisis. They are able to share crucial information to help the officers and staff in real time to come to a mutual appropriate resolution thus benefiting the individual and making full use of police resources.

Inspector Jason Davies said: "Police are often first on the scene at an incident. We often have little choice but to detain the person until health treatment can be provided. The idea of the triage is to make sure officers are fully informed when having to make such difficult decisions, and that the person receives the appropriate care."

“POLICE ARE OFTEN FIRST ON THE SCENE AT AN INCIDENT. WE OFTEN HAVE LITTLE CHOICE BUT TO DETAIN THE PERSON UNTIL HEALTH TREATMENT CAN BE PROVIDED. THE IDEA OF THE TRIAGE IS TO MAKE SURE OFFICERS ARE FULLY INFORMED WHEN HAVING TO MAKE SUCH DIFFICULT DECISIONS, AND THAT THE PERSON RECEIVES THE APPROPRIATE CARE.”

Mental wellbeing is just as important as physical health

It's time to end the stigma around mental health in policing, according to North Wales Police Federation secretary Mark Jones.

Mark believes it's time mental wellbeing is given the same priority as physical safety and has urged members to support the national Federation's Hear 'Man Up', Think 'Man Down' campaign which encourages officers to talk openly about mental health, listen to colleagues and signpost anyone needing support to the various organisations available to them.

Mark explained: "While mental health is talked about far more openly now than it has been in the past, there is still a need for us all to have honest conversations with each other and break down any lingering stigma around the issue. We all have a part to play in looking after each other and promoting wellbeing in every sense of our lives. This campaign should help put officers' mental health on a par with their physical health.

"In very simple terms, we all need to understand that it's good to talk and equally good to listen, and act if necessary. It is quite common for someone with a mental health problem not to recognise it in themselves but friends and colleagues and the people closest to them might. This campaign should help us all become more aware of the signs that someone is struggling, and then encourage people to seek help.

"There is a lot of support available, including through the Police Federation."

Belinda Goodwin, the Federation's national wellbeing committee secretary, said: "If we can just get our members and reps to face any issues and seek help, then it can only be a good thing."

The campaign follows a study by the Federation's research and policy support department which revealed the extent to which officers are struggling with their mental wellbeing.

To date it has been difficult to determine the actual number of police officers who take their own lives. Police forces have not routinely collected this data

and, although the Office for National Statistics (ONS) collects data based on coroners' verdicts, the figures often exclude either non-residents and/or PCSOs. It is also unclear whether retired or former police officers are routinely included in the figures.

Official ONS figures show that 66 police officers took their own lives between 2015 and 2017.

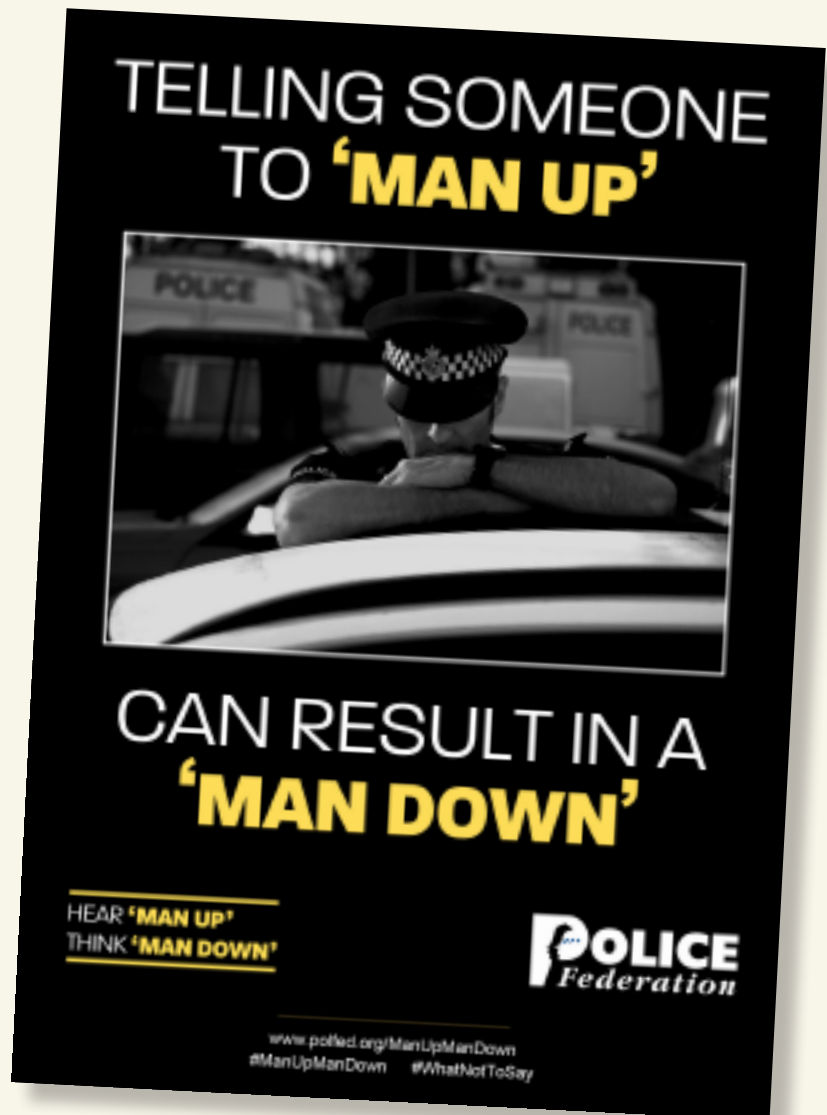
Although significant improvements in mental health support have been made in recent years, the Federation continues to press the Government and forces to provide

earlier, better and more consistent support.

As well as concentrating on mental health, the campaign will focus on physical and financial wellbeing.

Officers are being encouraged to support the campaign and to help promote the message that it's OK to talk. Join in the campaign on social media using the hashtags **#ManUpManDown** and **#PoliceWelfare**.

Find out more at <https://www.polfed.org/campaigns/man-up-man-down/>



Reps learn more about Healthy Minds

By Chief Inspector Alun Oldfield

Federation representatives have undertaken a full-day Healthy Mind training course.

The session was opened with an initial address to the Continuing Professional Development (CPD) Day by Chief Constable Carl Foulkes.

"The Chief had agreed that all Federation reps should receive a training day to ensure we all received the latest inputs on Healthy Mind. The training was the same as is delivered to all supervisors over a half-day session. I am grateful for the Chief giving us the requisite time to deliver this training," explains Mark Jones, secretary of North Wales Police Federation.

The day started with a session from a member of the counselling team employed by occupational health. They gave a meaningful insight on the challenges our officers are receiving counselling for. Mark is going to recommend that occupational health takes the opportunity to download all the issues that our counsellors are seeing to establish what lessons can be learnt and whether there are any trends that the Force could continue to work towards addressing.

Jennifer Hutchinson, welfare lead, delivered three very in-depth sessions and Mark has thanked her for her contribution to the day.

A number of senior officers from different roles across the Force who had all been involved in challenging mental wellbeing scenarios gave a very real account of their challenges explaining some of the barriers they had previously faced and, at times, are still dealing with.

Next was an insightful input from DS Rowland from the Anti-Corruption Unit (ACU) who gave some very disturbing facts about how mental health challenges can impact on officers.

Mark adds: "Today has raised valuable questions, for example, we know that some officers left the organisation due to drink-driving issues over the last few years, but as a force did we look into the reasons why they were drink-driving? Do we yet fully understand our mental wellbeing challenges and the effects that they are having on our colleagues?"

Refreshingly, Claire Dean delivered a session on anxiety. Claire is a mental health nurse and is part of the new criminal justice liaison team working alongside our FIMs

providing a new invaluable service to identifying and dealing with mental health issues with members of the public.

Last, but not least, was a test of everything the reps had learnt that day. An officer who has dealt with a number of challenges and was supported by the Federation was introduced to the group.

The Fed reps were then asked how they would now support the officer once they had received this new training. The support that was being considered now was a much more informed and educated and everyone talked through the support plans being suggested.

"I think the overall theme of the day was that this can happen to anyone, you can live and learn to deal with these challenges but there is still a greater need for more ongoing support," says Mark.

"These changes will not happen overnight but I am confident that once all supervisors and HR teams receive the correct training then the level of bespoke support will improve."



DO WE YET FULLY UNDERSTAND OUR MENTAL WELLBEING CHALLENGES AND THE EFFECTS THEY ARE HAVING ON OUR COLLEAGUES?

What our reps thought

It was a really worthwhile day, and it was good to see how much value the chief officers place on the health and wellbeing of staff and officers in allowing this CPD day for Federation reps.

It was a really emotional and impactful day, in particular the very honest personal accounts of the speakers. Recounting their stories to us was a really brave thing to do, and the insight they gave us was invaluable in conveying the trauma and struggles that some of our members experience.

Jennifer Hutchinson played an invaluable role in pulling it all together and the inputs given from healthcare professionals were really important. I took away a lot of learning in respect of how to approach and support members in need of help, and also the importance of looking after myself in my role as a rep.

Inspector Ceri Hawe

I really did enjoy the training and would like to thank the Chief for allowing us the time to attend, and also the guest speakers. It can't have been easy for them to talk to us but their inputs were truly invaluable. The half-day Healthy Mind Foundation training provided by the Force was good but nothing compared to this CPD day.

This CPD really did hit home for me how vulnerable we are as police officers. No matter what your background, role or rank in this organisation, we all need to think and consider our own mental health and wellbeing. One of the guest speakers mentioned the fact that every incident we attend, every trauma that we witness will leave a trail. We all manage this in different ways but need to be aware of other methods, be that organisationally or externally, that can assist with this.

We, as Federation reps, are more than aware of the stresses and strains our members are put under. We, as do all of our members, need to look after each other and seek help when required. There are a number of ways that this help can be provided. I would ask all officers out there to look out for each other and seek assistance if you think someone needs it. As the BT adverts says "It's good to talk".

Sergeant Trystan Bevan



Twitter: @NWalesPoliceFed

No more crying room as first Force welfare room is opened

By Chief Inspector Alun Oldfield, North Wales Police Federation workplace representative



Well, we have kicked

off the New Year on a really positive note within the JCC with the introduction of the first welfare room in the Force.

I fully understand the challenges of operational policing and some of the disturbing incidents that we all deal with that can leave such a lasting impression on you. I can think of incidents I have dealt with that will stay with me forever and this

can be based on your observations, smells and a whole number of issues.

The role of communications operator is extremely demanding. You don't have to see the incident for it to have a profound impact on you. Sometimes listening to the incident can cause just as much trauma as being at the scene but yet we have never really considered the impact on communication operators' mental wellbeing.

It is accepted that officers dealing with sexual offences, fatal collisions and child based investigations are at high risk of trauma and, as such, qualify for mental health screening. We have also now agreed and established that the role of communications operator is also high risk and, as such, they have all now received the relevant screening.

We have also looked at what extra support is needed to work in the pressure pot that is the JCC. Hearing and eyesight tests have been reintroduced and advice on all areas of health and wellbeing is also now regularly circulated. We have already run a number of events at the JCC to raise the morale of our team.

The control room is unique in policing as we are all based in the same room and, at times, it is really difficult to escape as we are here to support you. If you are having a bad day, you can guarantee we are too but we can't always just go and book ourselves off duty as there is always another call to answer. This stressful situation can take its toll and there are occasions when operators just need to escape.

We had what was known as the crying room, which was a room on the control room floor which everybody could see, if someone was having a challenging day that was where they were expected to go. We even went as far as putting a manky old sofa inside! And yet still we sometimes wonder why morale is really low.

Well, it's positive news I bring as we have now opened the first welfare room in the Force. We have sought professional advice on what should be in the room and eventually no expense was spared. We also achieved a brand new feat in policing, a real new high that has not been achieved before. We are the proud owners of North Wales Police's first rug which I am sure you will agree sets the room off nicely and gives it a real homely feel.

“ THE CONTROL ROOM IS UNIQUE IN POLICING AS WE ARE ALL BASED IN THE SAME ROOM AND, AT TIMES, IT IS REALLY DIFFICULT TO ESCAPE AS WE ARE HERE TO SUPPORT YOU. IF YOU ARE HAVING A BAD DAY, YOU CAN GUARANTEE WE ARE TOO BUT WE CAN'T ALWAYS JUST GO AND BOOK OURSELVES OFF DUTY AS THERE IS ALWAYS ANOTHER CALL TO ANSWER.

Force celebrates success with awards evening

Congratulations to all the winners at the Force Awards held at St George's Hotel, Llandudno.

And a big thank you to BMW Park Lane, Police Insure, No1 Copperpot, Spillane & Co, Slater & Gordon, Police Mutual and Philip Williams & Co who donated some fabulous raffle prizes, raising more than £800 for the work of Care of Police Survivors (COPS).

Mark Jones, North Wales Police Federation branch secretary, said: "The Force awards evening was truly magnificent. We were immensely proud to be the principal sponsor and the award-winners and nominees really showcased the very best in policing with their achievements."

We'll be running a piece on all the winners in the June edition.

The awards evening was held on 5 March.



North Wales Police Federation: serving its members, the Force and the public

2019 was another busy year for your local Federation, representing, influencing and negotiating on the behalf of all our members from those who are new in service right though to those who are retiring.

2019 was the centenary year for the Police Federation of England and Wales and events to mark this milestone culminated with a November meeting at Methodist Central Hall in Westminster, London where the Federation's first conference was held in 1919.

At the event, Home Secretary Priti Patel addressed 700 officers and invited guests including chief constables and Police and Crime Commissioners.

Closer to home, we spoke to six intakes of student officers in 2019; advising new officers what the Federation does for officers, highlighting the special nature of student constables and Regulation 13, raising awareness of the Group Insurance Scheme, highlighting the features for all members, and providing details and benefits of the Police Treatment Centres.

One of these presentations was to the new direct entry inspector and, for the first time, North Wales Police had a cohort of direct entry detectives, who we saw twice (in August and September). We also spoke to nine groups of new PCSOs and police staff to let them know about the benefits of the Group Insurance Scheme.

The Force, including its most senior management, continues to recognise the importance of having the Federation involved and consulted on major policy and procedural changes. This ensures that decisions taken by the organisation are subject to intense scrutiny to safeguard officers' wellbeing and welfare.

Last year the Federation attended meetings both at a national and Force strategic level. These included (not an exhaustive list!): promotions boards; leadership and culture; wellbeing; screening panels; Force Executive Board; financial savings; misconduct; grievance; Welsh; tactical citizens in policing; PSD; employment tribunals; member services, and redeployment and recruitments board.

More so than ever, it's vital that your voice



Standing on the stage at the centenary event, in front of a picture showing the first Federation conference at the Methodist Central Hall in Westminster, London in 1919, are (left to right) North Wales Police Federation chair Simon Newport and workplace representatives Tony Edwards, Liz Owen, Tony Latham and Dan Ball.

is represented to the organisation. We were invited by the Force to attend recruitment events across North Wales, and were pleased to attend the events in Connah's Quay and Llandrillo. Branch secretary Mark Jones gave prospective new recruits a realistic and informative presentation about the realities of policing, and we're pleased to say that our stand was very busy.

The Federation in North Wales once again scheduled surgeries for the entire police

family. In 2019 we arranged 46 surgeries, covering wills, family law, mortgages and other areas that required specialist legal advice.

We've been pushing to achieve the best deal for you – from equipment to member services - and we've increased the portfolio of services available to officers and police staff including equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services.

Photos courtesy of Anderson Photography

SERVING OUR MEMBERS, SERVING OUR COMMUNITIES

Take a look at our website to find out more, and make sure you sign up to the 'MSG Federation' email group to keep up to date with the latest offers.

We held two successful open days for member services in 2019, in St Asaph and Llay, providing an opportunity for members to speak to a workplace rep or full-time official and find out more about the wellbeing support that is available from your Federation. We also had a selection of member services on site so members could chat to providers and find out what is available.

In 2019 we introduced welfare bags for officers going on mutual aid deployments. The idea behind the bags was to provide officers with a drink, snack and a few home comforts along with answers to some frequently asked questions and contact numbers in case they needed the Fed while they are away on deployment.



The Federation's mutual aid welfare pack.

The bags have been really well received by officers, and we've been surprised at the number of officers the Force sends on mutual aid throughout the year. If you've got any suggestions about what you would like to see in the bags, please get in touch.

With welfare in mind, we attended two very successful PSA events – with the first one being held at the Federation offices in Colwyn Bay. The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells.

It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger. A raised PSA level may suggest the person has a problem with their prostate but not necessarily cancer. The events saw a total of 349 men tested. So far, we are aware of



North Wales Police Federation got behind the wellbeing message by giving away bananas to those attending the Supporting The Whole You launch event. Pictured are (left to right) Federation assistant secretary Mel Jones, secretary Mark Jones and Chief Constable Carl Foulkes.

eight men who received a 'red' result which flags concern over their prostate health.

It was a sad year in that we attended the funerals of two serving North Wales officers – DC Claire Williams and PC Chris Wood. Both officers were outstanding in their own right, both were totally dedicated to 'the job' and both leave massive voids with their colleagues and friends. We miss them both dearly and our love remains with the families of Claire and Chris.

We also attended the National Police Memorial Day in Glasgow, the COPS memorial service at the National Arboretum in Staffordshire and the 24th Police Bravery Awards in London.

A total of 83 North Wales Police officers and PCSOs and seven retired officers attended the Police Treatment Centres (PTC) in 2019, 69 accessing the muscular-skeletal programme and 21 the psychological wellbeing programme. It's a notable increase on last year but it's worth pointing out that there was a 10 per cent increase in donor numbers from North Wales Police officers, PCSOs and CDOs in 2019.

The PTC is an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty. Attendance at the PTC is classed as duty time, and if you don't currently donate to the PTC, please get in



The Police Treatment Centres.

touch with the Federation office for more details.

Our Group Insurance Scheme (GIS) saw some improvements to the cover provided in 2019, including an increase in the life cover and critical illness elements. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy.

To give you an idea of how our members benefited from the scheme, in 2019 members called out the motor breakdown service more than 256 times, there were travel insurance claims totalling more than £28,000 plus claims for life insurance, critical illness and court compensation.

In addition 43 members claimed



Member Services providers prepare to talk to members.



convalescent benefit for assistance with travel to and from the PTC. GP24 was a new aspect of the GIS in 2019, and 19 members used this service between its introduction in March and the end of the year. Membership of the GIS is open to all police officers and police staff, please contact the Federation office if you would like to join.

The North Wales Police Federation Community Service Awards (CSA) evening was held in November. PC 3279 Geraint Owen picked up this year's overall award and was a truly worthy winner of the trophy and bursary.

Geraint was recognised for his dedication, commitment and outstanding passion for managing youth community

teams and police sports associations. Geraint has coached the Colwyn Bay Junior Rugby Club under 11s for the past three years, has regenerated the North Wales Police rugby team, is a valued member of the Great British Police Rugby League Team and is also a community judo coach, committing to two to three hours a week to help coach the Rhos Judokwai/Police HQ judo club for both adults and children. Runners-up for the 2019 CSA award were PCs Leigh McCann, Elaine Ball and Non Edwards. You can read more about all of the nominees in the December 2019 edition of *Your Voice*.



We designed and produced a booklet to raise awareness on Post-Incident Procedures (PIP). We decided to produce the booklet

because the PIP process can increasingly be used for any serious incident and, because it has not to date been widely used within North Wales Police, there is still some myth and distrust around the whole process.

It became apparent during the first half of 2019 that many officers don't know what PIP involves or understand its purpose. This, in turn, led to feelings of uncertainty and anxiety for some officers who found themselves part of a PIP following incidents involving a death or serious injury.

The booklet includes an introduction from the Chief Constable and inputs from the Force lead Post-Incident Manager, PSD, the Independent Office for Police Conduct and Slater and Gordon principal lawyer Richard Black. It explains what a PIP is, why it's used and details the four stages. It also highlights the experiences of two North Wales officers who have gone through the PIP process recently. We hope that members have found it informative and useful.

We've introduced a new North Wales Police Federation membership card, to replace the older generic Police Federation of England and Wales (PFEW) card. You should have received your new card in December, along with your 2020 diary. The new membership card can be used to take advantage of the member services discounts that we have negotiated for you. To find out what's available take a look at the Services page on our website.

As you may know, the Force stopped providing pre-retirement courses a few years ago and the Federation took over the responsibility to provide this important service for officers who were approaching a massive milestone in their working lives. We held four courses in 2019. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

We take the training of Federation reps very seriously, so in 2019 we sent them on 19 courses provided by PFEW HQ in Leatherhead. These courses included conduct and performance, equality, new reps, advocacy, and health and safety. This extra training has given your reps greater resilience to both represent members when the worst happens, or to signpost them to more help when they need it the most.

You can keep up to date with progress via our Facebook and Twitter pages and don't forget to join our 'MSG Federation' email group.

<http://www.nwpolfed.org/>
<https://www.facebook.com/NWalesPoliceFed/>
<https://twitter.com/NWalesPoliceFed>

Time for change after 10-year flatline on workforce representation

By Inspector Ceri Hawe



A workforce representation day was held to launch the Force vision for workforce representation in relation to where we aspire to be as a force and how we address our lack of diversity within the organisation.

Held at The Stadium, Parc Eirias, Colwyn Bay on 4 February, the day was hosted by Deputy Chief Constable Richard Debicki who outlined that it is important to be reflective of the communities we serve, as it is key for trust, confidence and legitimacy.

He spoke about how engagement with our communities is critical to us being able to continue to deliver an efficient and effective policing service for the communities of North Wales. Mr Debicki outlined the Force's commitment to delivery and its investment in a new workforce representation team.

The team will consist of myself, Andrea Beedles and two PCs, who joined the team in February. The team will lead on this area of work supported by the rest of the Force. Mr Debicki made his message clear that recruitment is everyone's business and everyone should support the recruitment department and the workforce representation team.

The event was extremely well supported by senior leaders, managers, staff association members and support network representatives. Chief Superintendent Simon Williams, head of corporate services,

spoke about what he believed workforce representation meant and why it was important. He was followed by Chief Superintendent Tonya Antonis, the College of Policing's lead for Operation Uplift, who gave a presentation around the national picture and the National Equality, Diversity and Inclusion Toolkits.

Lee Bailey, the Force's equality adviser, joined up the gaps between the national and local pictures and explained how the Force's new structure would look for black, Asian and minority ethnic (BAME) groups as well as other protected characteristic groups.

I delivered the afternoon session, outlining the proposed terms of reference for the Silver and Gold BAME groups and their governance, which generated a lively debate. I set out our key objectives and how we will look to achieve this. We will focus on targeted recruitment, engagement events and positive action support, building up stronger links within our communities and why recruitment is not just the responsibility of the recruitment team or the workforce representation team, this needs to be the responsibility of everyone in the organisation.

Everyone has their part to play in making North Wales Police an attractive employer of choice for under-represented groups. We will strive to gain trust and confidence through engagement, which will encourage more applications from under-represented groups.

It was a very interesting day with lots of engagement from the attendees which was very heartening.

Time will also be spent on educating and engaging the workforce as to why having a diverse workforce is important. Part of this

will be empowering staff with the necessary information around our recruitment processes, so if they are asked questions about how to join, and the requirements needed, they will have the knowledge and confidence to answer. We need to think differently on how we currently engage with our hard to reach groups, we need to make joining North Wales Police a popular career choice within our BAME communities.

There will be a new SharePoint site set up for the workforce representation team. We are adding a Force-wide engagement calendar on the site as well as PowerPoint presentations around our recruitment processes, and why it is important to have a diverse and representative workforce.

Our BAME officers make up just 0.9 per cent of the Force in comparison to the local population of 2.5 per cent. The Force has made very little progress in this area for the last 10 years. It's now time to address this area of recruitment and engagement differently to turn this around. We need to think outside the box and everyone in the organisation needs to get involved. Recruitment is about people in the communities wanting to join us as they like what they see, and can see themselves in the police. This is the fundamental basic of the Peelian principle that 'the police are the public and the public are the police'.

We need to build trust and confidence with our communities, and we can only achieve this through prolonged, sustained and meaningful engagement.

This will not happen overnight, it will take enthusiasm and commitment from everyone in the organisation.

I see the setting up of the workforce representation team as an exciting and fantastic opportunity to start to address the imbalance of our workforce representation.

All staff will be encouraged to pass on details of members of the public who are interested in joining us, particularly those from under-represented groups. These details should be passed to the workforce representation team via their email address:

PostiveAction@nthwales.pnn.police.uk
#NWPJustLikeMe

“ WE NEED TO BUILD TRUST AND CONFIDENCE WITH OUR COMMUNITIES, AND WE CAN ONLY ACHIEVE THIS THROUGH PROLONGED, SUSTAINED AND MEANINGFUL ENGAGEMENT. THIS WILL NOT HAPPEN OVERNIGHT, IT WILL TAKE ENTHUSIASM AND COMMITMENT FROM EVERYONE IN THE ORGANISATION.

Four in 10 officers worrying about their finances

The number of officers in North Wales Police who are dissatisfied with their pay and allowances has risen by almost eight per cent in the last 12 months, according to new research.

The Police Federation for England Wales' pay and morale survey 2019 found that 74 per cent of respondents from North Wales Police said they were unhappy with their overall remuneration, up from 66.6 per cent the previous year.

Some 40 per cent of respondents reported worrying about the state of their personal finances every day or almost every day. This is up from just under 38 per cent of respondents in 2018, but lower than the national average of 51 per cent.

And 71 per cent felt they were worse off financially than five years ago, another rise, this time by three per cent. However, it is three per cent lower than the national figure.

A total of 11 per cent reported never or almost never having enough money to cover all their essentials, up from 8.9 per cent. Nationally, the figure is 15 per cent.

Mark Jones, North Wales Police Federation secretary, said: "The findings of our pay and morale survey are very concerning. Policing is built on its people and we have to do all we can to improve the morale of our officers, and recognise the contribution they make on a daily basis.

"That starts by paying our officers adequately for the fantastic job they do in protection of the public and our communities.

"Officers are worse off in their pay packets than five years ago because of a lack of substantial pay increases, while inflation and the cost of living rises."

The survey found that the number of officers who say their morale is low has risen by more than five per cent, from 48.7 per cent to 54 per cent.

Just over 60 per cent of respondents said they would not recommend joining the police, and nine per cent said they intended to leave the service within the next two years.

It also found that eight out of 10 officers felt that morale in the Force was currently low, the same as in 2018.

Just over 60 per cent of respondents said they would not recommend joining the police, similar to the previous year, and nine per cent said they intended to leave the service within the next two years, up from seven per cent. That is compared to 11 per cent in England and Wales.

Mark added: "This survey is more evidence, if it were needed, that many of our colleagues are at breaking point."

Let's talk money: **debt**

The Police Federation has published a factsheet on debt as part of its current officer wellbeing campaign.

Compiled in association with Police Mutual, it asks if officers are financially fit and allows them to access a free personal fitness plan via a 10-question, five-minute questionnaire. It also provides a link to a budget calculator to allow people to get an idea of what they spend each month.

It lists seven signs that could suggest someone has a debt problem such as:

- Using a credit card for essential purchases like food and bills
- Constantly worrying about managing money
- Being behind on your mortgage and not being able to catch up
- Struggling to manage even minimum payments on a credit card

- Being contacted about unpaid bills or missed payments
- Relying on quick fix short-term loans
- Borrowing from friends or family.

In addition, it gives tips on taking back control of your finances including working out a budget, setting saving goals and setting up a separate bill account.

The 'Let's talk money' debt factsheet is the first in a series to be published by the Police Federation as part of its Hear 'Man up', Think 'Man Down' campaign on officer wellbeing.

You can read the factsheet at <https://www.polfed.org/media/15625/letstalkdebt-newsletter-final.pdf>

If you are struggling to manage your finances, the Federation can help you access support. Please contact the Federation office.

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Pay day = Save day

Easy access savings through payroll deduction

When you class pay day as save day, many people don't miss the money as they've not had the opportunity to spend it.

As a North Wales Police officer or member of police staff you can save directly by payroll deduction - so the money you want to save is put into a savings pot before it's reached your bank account. Payroll deduction makes saving easier for many people, especially if you usually struggle to save.

Saving with No1 CopperPot

Saving with No1 CopperPot is completely free – all we ask is that you agree to save at least £5 per month with us through payroll deduction. You're able to withdraw your hard-earned savings when needed and you can change your monthly savings when you wish.

All members have online access to their account, this allows you to view your balance, change the amount you save and request withdrawals. Although your money is easily accessible, it takes two to three working days for you to receive the funds into your nominated bank account. This can help to stop impulse spending!

Many of our members save with us to spread the cost of expensive occasions by saving small amounts over several months. For example, if you save £30 per month, after a year you'll have £360 to perhaps put towards Christmas, a well-deserved holiday or whatever is important to you.

We encourage members to build an accessible savings pot so that if an unexpected cost comes up (for example, car repairs) you can dip into your savings. This

helps to avoid having to rely on a credit card or loan and potentially being charged interest.

What are you saving for?

To find out more information or to start saving, visit: www.no1copperpot.com

No1 Copperpot is a not for profit organisation and solely exist to help the police family financially. One of the ways it helps is by encouraging people to save through payroll deduction. There is no cost associated with saving with the credit union and no cost to withdraw your money.



Police Covenant: Home Secretary launches consultation

The Home Secretary has launched an eight-week consultation period on plans for a Police Covenant which will enshrine the welfare of officers, police staff and their families in law.

The consultation will seek the views of police officers, their families and other stakeholders on how best to protect the physical health and mental wellbeing of police officers and also recognise their bravery and hard work.

In a written statement to Parliament, Priti Patel said: "Our outstanding police deserve the upmost respect, support and recognition. Brave officers put their lives on the line every day to keep us safe, demonstrating remarkable courage, sacrifice and public duty.

"They face extraordinary pressure as they protect the people they tirelessly serve from terrorists, serious violence and exploitation. Their families too often fear for their safety or are left to pick up the pieces when something goes wrong.

"From day one, this Government has put our world-class police first and prioritised their wellbeing. That's why we have committed to introducing a Police Covenant in England and Wales to recognise the exceptional job our front-line officers do in unique and challenging



Home Secretary Priti Patel.

circumstances.

"We are determined to give our officers the enhanced support they need, so I have accelerated work on this pledge to protect both them and their loved ones. Our commitment to ensuring our police have the recognition they deserve is absolute, so this Covenant will be enshrined in law. This

will leave no room for doubt, creating a statutory duty to do more to support our police."

North Wales Police Federation secretary Mark Jones has encouraged all officers and staff to take up the opportunity to have their say.

"The Police Covenant could make a huge difference to the policing family so who better to help the Government get it right than police officers, police staff and their families? The consultation takes the form of an online survey which is straightforward to fill out and should only take around 15 to 20 minutes, depending on the length of your answers, of course," says Mark.

"It seeks people's views on the wording of the covenant, who it should apply to, officer safety and safety equipment.

"I am hopeful that the covenant will ensure police officers get the support, protection and recognition they deserve for putting their lives on the line to serve and protect their communities."

The consultation survey closes on Wednesday 22 April.

You can take part in the consultation at <https://www.homeofficesurveys.homeoffice.gov.uk/s/NC122/>

North Wales backs marathon event to raise awareness of motor neurone disease

North Wales' two most senior officers are leading from the front and will be running the streets of Liverpool to raise awareness of motor neurone disease (MND)

Chief Constable Carl Foulkes and Deputy Chief Constable Richard Debicki will be putting their best foot forward and doing a half marathon as part of the Liverpool Rock 'n' Roll Marathon events on Sunday 24 May 2020.

They are joining more than 300 friends, colleagues and family members of West Midlands Assistant Chief Constable Chris Johnson, who was diagnosed with MND at the end of 2018.

The mass recruitment was spearheaded by DS Trudy Gittins, a West Midlands Police officer and Federation representative, who was inspired by ACC Johnson's approach to his diagnosis and decided to run the full marathon to raise funds for two charities offering support to the family – the Motor Neurone Disease Association (MNDA) and Primrose Hospice - encouraging others to join her.

Mr Foulkes explains: "I was contacted by a colleague from West Midlands who told me about what was being planned. I must admit I gave it about 10 seconds consideration and signed up – I then started to rope in others and not one said no. It is such a great cause and fabulous that so many from across the policing family have decided to run.

"Not only is it a great charity and event but having worked with Chris when we served in West Midlands, he would probably hate to be called this but he is an inspiration and if we can do a little bit to raise awareness and raise some money that has to be a good thing.

"In all honesty, I am only running the half marathon. I did consider the marathon but I had already signed up to another long distance event a couple of weeks later and the two would have clashed with training and potential for injuries as I am getting old!"

Mr Foulkes is no stranger to running having completed the Rock 'n' Roll marathon



Paula Radcliffe with Harry, Chris and Sharon Johnson.

once before. He has previously done marathons and ultra marathons but switched to triathlon a few years ago and now finds a 'pure run' a different challenge.

He has been training with DCC Debicki before work, with morning runs being squeezed into their busy schedules at least twice a week.

"I love my sport and I am very goal focussed so being able to combine the two and, to top it all, knowing that we are all doing this for such a great cause is such brilliant motivation. Although when it is blowing a gale along Colwyn Bay prom at

7am the enthusiasm does dwindle a little," he explains.

The pair hope to run the event together and finish in sub 1hr 45mins, but the challenge has been laid to them by Cumbria DCC Mark Webster, who Mr Foulkes describes as a 'whippet' and has said he wants a 'good time'.

Finally, he says: "We often talk about the police family but this event, supporting both Chris and the charity with officers and staff from across the country coming together really gets to the heart of what this really means."

An offer the DCC could not refuse

When the Chief Constable asked the Deputy Chief Constable Richard Debicki to run a half marathon it was an offer he couldn't refuse.

DCC Debicki said: "If I'm honest I jumped at the chance of being involved especially as it's such a worthy cause and so many others from across the policing family are involved.

"I don't really know Chris well, but that doesn't matter. His story is one that really hit home, and his spirit is incredible.

"Chris is a member of the policing family and that is what meant so much to me. The coming together of so many people in support of him and the charity speaks volumes about how much people care about one another in the service. Anything that can raise awareness and support fund-raising for MND is worth any amount of effort."

DCC Debicki is no stranger to running, having done a few half marathons in the past.

"I love running but it's just for fun," he explains, "I really believe that sport in policing is so important as it's such a challenging job, so I do try to keep fit.

"Training is going well, and I have been doing a couple of my training runs each week with Carl Foulkes which has been good fun.

"I live in rural North Wales, and so I am hoping that some of the natural off-road hill training will stand me in good stead when it comes to the race itself. I guess I'll need to step up the training over the next few weeks as we approach the race.

"I've had no injuries but running along a wet and windy promenade before work is no joke. However, the cause keeps me ongoing and it is a small price to pay for being part of the team running this race."

He continued: "I can't wait for the race itself as I think that the sense of teamwork and fellowship will be amazing. I have done races before but never as part of a wider team which has this number of people involved. That must be pretty unprecedented."

He said he may be able to beat one hour 45 minutes, but he is not too bothered – stating this is more about the team and the support for MND.

Ross returns to running after London Marathon injury

Last time DS Ross Tutton took part in a running event he broke his leg – but this has not deterred him from signing up for the half marathon.

He was inspired to take on the 13.1 mile challenge to raise awareness of MND and to also push his own training.

DS Tutton, who is based in the Disruption Team at the North West Regional Organised Crime Unit, is no stranger to running having previously done three marathons and numerous half marathons.

He said: "I last ran a marathon in April 2019 - London Marathon. I broke my leg at mile six. I thought it was a muscle strain and so I carried on. Twenty miles later I finished the race in under four hours but my leg was a mess.

"Coming back has been really tough and I am now much slower than I used to be, hence, why I am not running the full marathon this time."

Training has had its setbacks for Ross, who has not only been trying to recover from the broken leg but his body has picked up more injuries as it gets used to running again.

He said: "I keep going as I have a desire to get back to where I was and to enjoy running again. I used to run half marathons while training all the time - now they are a struggle.

"I'd like to do it in under 1hr 45mins but that may be optimistic."

Ross, who has been an officer for 11 years, is hoping to raise more than £1,000 for the cause.

Support the
fund-raising by visiting
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and typing in #WMPMND

'I am doing this for a good cause'

DC Jeanette Coyle cites pure determination and wanting to do the best she can as her motivation to participate in this year's Rock'n'Roll marathon.

Having seen an email about the event at work, Jeanette decided this would be the ideal opportunity to get fit and raise money for a very worthy cause.

After 25 years of service, promoting the #WMPMND by explaining to people how to donate money, while simultaneously hitting the gym and getting herself fit, is a challenge Jeanette describes as multi-tasking at its best.

"I have taken part in the Chester 5km several times and the Birkenhead 10km," reveals Jeanette, "In 2017, I completed the

Chester half marathon, but not in what would be considered a respectable time, so don't ask me to tell you.

"The problem at Chester was my pace was too fast at the start. By the time I got to the big hill at the end of the race, my legs said 'you're having a laugh' and promptly stopped working. Fortunately, with some encouragement I did manage to finish in the end.

"I'm determined to finish the half marathon at Liverpool," adds Jeanette, "Being able to finish in 2 hours 30 minutes, without having to walk, would be my ideal goal. My jogging pace can be quite slow, and I've been overtaken before by other people who are walking. I just need to stay focussed, and remind myself I'm doing it for a very good cause."

Alex seizes the chance to stretch to longer distances

PC Alex Challinor will be taking on her first ever half marathon, more than doubling her previous furthest distance of 10k.

Alex, who has been with the Force for 20 years and is currently the Force restorative justice officer, said: "Being part of a team and having read the heart-breaking circumstances of Chris Johnson's diagnosis of motor neurone disease gave me the motivation to get myself moving again having not run for a number of months.

"I've often thought about stretching myself and running longer distances and this seemed to be a good opportunity to do it. I've taken part in a Liverpool 10K event previously and the atmosphere was superb.

"I need to be realistic so I've signed up for the half! I really admire anyone with the mental and physical strength to complete a full marathon."

Alex has been running on and off for a number of years, and is looking forward to the 13.1 mile distance challenge.

"I run - jog, plod and shuffle - in fits and starts," she says, "I enjoy getting out into the fresh air and switching off. Having experienced clinical depression and acute anxiety historically I've learned that running contributes to keeping my mind healthy. I've run a few 10k races previously and this is the distance I am most comfortable with so pushing myself to more than twice that distance will be a challenge but one I'm looking forward to."

Her training is going well and she is on track with a training programme and staying injury free.

She explains: "I've also invested in some decent trainers and felt like I gave the impression of knowing more than I did when I

was chatting to the salesman! I'm currently running five times a week - a mix of short and longer distances at a steady pace.

"We are very lucky in North Wales Police with health and wellbeing so high on the agenda and I am lucky to be in a position to get a few miles in during my lunch break.

"I'm actually feeling quite motivated but it's also nice that there are a handful of North Wales staff taking part at the same time. It's also encouraging being part of the bigger picture too with police officers and staff from all over England and Wales taking part. I think that very fact is going some way to keeping me motivated.

"Well done to everyone who's signed up, and there may still be some places left for those who haven't!"

We need to stick together, says PC

It was an email from West Midlands Police about the team taking part in the Liverpool Rock 'n' Roll marathon in May which prompted PC Jake Roberts-Macbeth to make contact with ACC Chris Johnson's wife, Sharon, to offer his support and encouragement, for what he believes is fantastic event for a noble cause.

"I said I would really like to be a part of this marathon," reports Jake, who has been a police officer for seven 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 Burrows.

"I personally feel that ACC Chris Johnson's decision to carry on working is incredibly courageous. 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."

Jake has signed up to run the half marathon. The Rock 'n' Roll event will be his third, having previously completed similar events at Chester and Conwy, where he achieved a personal best time of 1 hour 43 minutes. His current training regime started on 1 January, with the goal of running the Chester half marathon the

week before the Liverpool event. However, as Jake explains, it's not been going quite to plan.

"I've had a couple of setbacks," he confesses. "I've suffered with shin splints and calf strain as a result of pushing myself too hard, too early. Training around my work schedule is tough, so I am now trying to fit some training in during work hours, depending on staff levels and how busy the shift is. My goal is to beat my PB by three minutes.

"For motivation, I've watched the testimonial rugby match with Rob Burrows several times, watched several videos regards ACC Johnson and other courageous human beings like Doddie Weir. I also continue to monitor updates on the West Midlands MND Facebook page. I'm not raising money individually at present, but I am attached to the 'Team Just Giving' page and liaising with the #WMPMND team for ideas to help raise money.

"I would just like to wish good luck to everyone who is running at Liverpool," concludes Jake, "I would also like to say a massive thank you to all those people who have donated, or who are supporting the cause in other ways."

Could you join the Police Unity Tour 2020?

By T/Chief Inspector Owain Llewelyn

North Wales Police has committed to take part in this year's Police Unity Tour to raise funds for Care of Police Survivors (COPS), the charity that supports the families of fallen officers.

The Force had a team in both the 2018 and 2019 tour and will again field a team of riders in this year's event which runs from 24 to 26 July.

The tour involves hundreds of riders from police forces across the UK and is focussed on remembering members of the policing family who have been killed in the line of duty and fund-raising to help surviving families.

Three days of cycling culminates in a moving memorial service at the National Memorial Arboretum in Staffordshire where there is an area dedicated to honouring police officers.

We are keen to invite cyclists from across the organisation who wish to experience the event and help with fund-raising efforts to join the team.

We are also seeking to make this year's event more inclusive and have decided to ride the whole event as part of the Welsh 'Chapter', starting in Brecon on Friday 24 July. The first day will comprise of a 100-mile ride, ridden at a 'leisurely' pace, followed by a 60 to 80-mile ride on Day 2. A good level of fitness and some experience of riding as part of a group is required.

Each rider is likely to have to contribute approximately £150 to take part, this is an



absolute bargain and covers three nights' accommodation including a meal on the first two evenings, entry into the event, an event cycling shirt and transport to Brecon and back to North Wales on the Sunday afternoon.

Places are limited to the number of hotel rooms we can source and support minibuses we can provide so, if demand outstrips places, we may have to pull names from a hat.

There is an expectation that those taking part will help in team and/or

individual efforts to raise funds for the COPS charity.

Please contact me if you wish to take part, or if you want to know more about the event and what is involved please contact one of the following:

Si Jaundrill – HQ

Stu Goldsack – St Asaph CID

Tracey Llewellyn – LPS Anglesey

Ian Evans – Eastern

Gutun Lake - Western

Mark Owen – HQ.

New police digital memorial goes live

The names of more than 4,200 police officers and police staff who have died on duty since the introduction of the Bow Street Runners in 1749 is commemorated on a new digital memorial launched by the Police Arboretum Memorial Trust in partnership with Twitter UK.

The new memorial is part of the trust's plans to honour the sacrifice of those from the police service who have lost their lives. This will culminate in the building of the new UK Police Memorial at the National Memorial Arboretum in Staffordshire by 2021.

Sir Hugh Orde, chair of trustees, said: "When we set out on this ambitious project in 2015, the trust not only wanted to create a physical memorial but also wanted to create a memorial fit for the modern age; a memorial that was not only accessible to the 300,000 visitors a year who visit the arboretum but a memorial that is

accessible to a global audience."

Daily the trust will publish the names and photographs of those police officers and staff who have lost their lives on that particular day with a short citation. The On This Day section has been created with the support of the Police Roll of Honour Trust which has supplied the data and information.

Enhanced tributes that tell the personal stories of those behind the badge have also been produced. In a unique partnership with Liverpool John Moores University media studies course. The trust has worked with students to produce tributes that honour individual officers including interviews with their families and friends as well as news archive footage and commentary.

<https://www.ukpolicememorial.com/>

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have now been extended to their friends and wider family.

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team.

We currently work with more than 40 Police Federation branches and associations across England, Wales and Scotland and, to develop and sustain those relationships, we have a network of



Martin Barber.

regional business development managers (BDMs... it just wouldn't be the same without a TLA!) working across the UK.

Martin Barber, a retired Cheshire Constabulary inspector, is the dedicated BDM working directly with your Federation in developing our growing collaboration and has already attended a number of Member Services events.

Reflecting on those events, Martin commented: "I've really enjoyed meeting a wide variety of officers and support staff over the last few months and it's really encouraging that there are a growing number of policies held by officers and staff across North Wales who are enjoying the personal service, confidence and savings that Police Insure has to offer.

"My aim going forward is to ensure that as many of their colleagues, family and friends have the same opportunity to enjoy those benefits in the future."

Additional information on Police Insure products can be found in the Member Services section of the Federation website, by visiting www.policeinsure.co.uk or by contacting Martin directly on martin@policeinsure.co.uk

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HMICFRS commends Force for progress in the last year

North Wales Police has been commended for the progress it has made in the past year by the police watchdog.

Mark Jones, secretary of North Wales Police Federation, welcomed the findings by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS).

HMICFRS found the Force is good at effectively reducing crime and keeping people safe. It is also good at operating efficiently and providing sustainable services to the public and at how it treats the public and its workforce.

Mark said: "This report makes for good reading. The dedication of our officers has laid the foundations and they should see this as a pat on the back for all of their hard work.

"Wendy Williams, Her Majesty's Inspector of Constabulary, says in her report that this provides a strong foundation and we want to be building on that, and to do so we need the right support.

"We know we can do so much more for the people we serve with the proper investment."

Ms Williams said: "I am very pleased with North Wales Police's performance in keeping people safe and reducing crime. In particular, I note the improvements the Force has made since 2017 in its efficiency.

"The Force is good at preventing crime and anti-social behaviour. It is also good at investigating crime and tackling serious and organised crime. Keeping vulnerable people safe is a priority for the Force and it works well with other agencies to identify and protect them.

"North Wales Police understands the complexity and scale of the current demand for its services. It now needs to gain a better understanding of the skills its workforce currently has and those it is likely to need. This will enable it to develop strong, sustainable financial and workforce plans for the future."

She added: "Overall, I commend North Wales Police for the progress it has made over the past year. This provides a strong foundation for continuing improvement in the year ahead."

Nationally, inspections showed that services varied across the country, dependent on the local force.

They found that victims have given up reporting some crimes because the police do not have the capacity to investigate.

And there were warnings that members of the public are losing faith in the criminal justice system because the chances of offenders being brought to justice are so slim, with a suspect being charged in just 7.8 per cent of recorded crimes last year in

England and Wales, down from 9.1 per cent the year before.

John Apter, national Federation chair, said: "It's essential we have the confidence of the public and I understand the frustration of victims, but it is as equally as frustrating for police officers. It is soul-destroying.

"No police officer is happy with this situation; and some of those crimes which are defined as 'minor' are the ones which can be the most impactful on the victim.

"The Government's recruitment drive will help but it is not a panacea, as (HM Inspector) Mr (Matt) Parr points out in his report, and we need a more cohesive criminal justice system, better IT and stronger infrastructure.

"What the service so desperately needs is a long-term funding deal to enable all forces to return to a position where they are properly funded to handle the challenges they face. Our police and public deserve so much better."

“ THE FORCE IS GOOD AT PREVENTING CRIME AND ANTI-SOCIAL BEHAVIOUR. IT IS ALSO GOOD AT INVESTIGATING CRIME AND TACKLING SERIOUS AND ORGANISED CRIME. KEEPING VULNERABLE PEOPLE SAFE IS A PRIORITY FOR THE FORCE AND IT WORKS WELL WITH OTHER AGENCIES TO IDENTIFY AND PROTECT THEM.



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- Newby Hall Tractor Fest
- June 19–21 Perth Highland Games
- June 17–28 Edinburgh Film Festival
- July 3–5 Scottish Game Fair - Stone Palace
- July 24–26 Patleys 1940's Weekend
- July Harrogate International Festival
- Sept 4th Cheldebuilt Rowing Festival
- Sept 18–20 Harrogate Autumn Flower Show
- Sept Harlow Carr Real Ale & Food Fest
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Average sentence for assaults on police is 2.6 months

Offenders jailed for attacks on police officers are receiving average sentences of less than 12 weeks, according to newly released figures.

And Mark Jones, secretary of North Wales Police Federation, believes the new Ministry of Justice statistics show courts are not using the full sentencing powers available to them.

The figures cover the period from November 2018 when the Assaults on Emergency Workers (Offences) Act 2018 came into effect until September last year. They show offenders jailed for assaulting emergency workers received an average sentence of 2.6 months when the maximum sentence available is 12 months.

"It's hard not to feel a bit frustrated at these figures," says Mark, "MPs got behind the Police Federation Protect the Protectors campaign which highlighted the increase in assaults on police officers and supported the introduction of the new act so that offenders were suitably punished for these attacks and also to act as a deterrent to others.

"But it would seem the full powers of the act are not being used by the courts and that means offenders are still getting off lightly, in my opinion. The figures show that conviction rates are relatively high at 80 per cent, which is encouraging, but the majority of these offenders are receiving fines rather than custodial sentences. Meanwhile we have police officers who are suffering the physical and mental effects of these attacks for months and sometimes years.

"We need to see the Crown Prosecution Service ensure it's charging people for the right offence and the courts must be prepared to hand out the tougher sentences available to them."

National Federation chair John Apter has also spoken out and referred to previously released statistics on assaults on emergency service workers: "From previous Crown Prosecution Service (CPS) data we know 90 per cent of those attacked are police officers and these figures confirm most people who attack them are still receiving nothing more than a slap on the wrist. The fact nearly 9 out of 10 individuals who are charged under the new act walk free from a court is a disgrace and an insult."

John explained: "The last set of official Government statistics show there were almost 31,000 assaults on police officers in the last year, and we believe from our own anecdotal research that figure represents the tip of the iceberg. These statistics are an indicator of how vast the disparity is between the number of reported assaults, and the number of people actually punished for them."

A total of 8,647 individuals were prosecuted under the Assaults on Emergency Workers (Offences) Act 2018. In the same period, 3,317 were charged with assault on a constable, while a total of 43,399 individuals faced common assault and battery charges (includes non-police related assaults).

Speaking at the Federation's centenary celebration event in November last year, Home Secretary Priti Patel said she would consider doubling the 12-month maximum sentence for assaults on emergency service workers, a move welcomed by Mark.

"However, this will only be effective if the courts actually use these maximum sentences since they already seem reluctant to jail someone for the current maximum sentence of a year," he said.

The Ministry of Justice statistics compare the rate of court proceedings and outcomes for assault offences in England and Wales. The new act only covers common assault and battery offences, with more serious assaults being charged using separate legislation.



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What constitutes work-related stress?

By **Matthew Tomlinson**,
principal lawyer in
industrial disease at
Slater and Gordon



Stress in its simplest form can actually be a good thing. Many of us actually need stress to perform at our best. However, when stress becomes too much and manifests into something more serious, such as a recognised psychiatric condition, it can give rise to a potential personal injury claim.

One of the first questions we ask members is whether they've been diagnosed with a recognised psychiatric disorder, such as depression, post-traumatic stress disorder (PTSD) or generalised anxiety disorder. A claim for damages cannot be made if someone is suffering from 'stress' alone. A member may have been to see their GP because of

work-related stress but may be unaware they've been diagnosed with a psychiatric condition. We can assist by requesting copies of their GP records.

Secondly, was the psychiatric injury reasonably foreseeable? The key consideration for the courts is deciding whether the member's force knew, or ought to have reasonably known, about how work was affecting their health.

Good examples include:

- A previous work-related stress absence
- Previously disclosed mental health difficulties
- The member complaining to their manager that they were becoming ill (as opposed to just stressed).

Thirdly, it's necessary to show there's been a breach of duty and that it was in fact something which the force did (or failed to do) contrary to law, which has caused the illness. We often ask members what their force could have done to prevent the harm they've suffered.

Examples may include:

- A failure to refer the member to occupational health
- In an overwork case, a failure to re-allocate work appropriately
- In a bullying case, failing to investigate the member's complaints and perform a risk assessment.

The final test is whether the breach of duty complained of caused the injury as opposed to other life stressors that we all commonly have.

If you're struggling at work to the extent it's affecting your health it's extremely important that you let your work-based representative or Federation know.

If you wish to bring a claim please contact the PF Claimline on Freephone **0800 917 1999**

or visit **pfclaimline.com**

where you'll get advice free of charge.



Roads policing review: have your say

Officers involved in roads policing are being urged to take part in the Government's roads policing review by completing an online survey.

The questionnaire was launched at the Police Federation's annual Roads Policing Conference at the end of January by Glyn Wallis-Jones from the Department for Transport and seeks to find out how officers are spending their time as well as gather information on their training and qualifications. The consultation period ends on 25 March.

Mr Wallis-Jones told delegates at the two-day conference in Kenilworth: "This is not the Government 'doing something' to the police - this is an opportunity for you as a service to get involved."

The roads policing review, which is being led by the Home Office, will look at eight key areas including driver training, economics, forensic collision investigation, and data sharing.

A report on roads policing by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services will be published in April, followed by piloting of operational tactics in the summer. A report with full recommendations will come out in March next year.

Force set to benefit from funding boost

The Force could get a £10.8 million boost in the Government's biggest police funding increase for 10 years.

The amount of funding available for 2020 to 2021 will increase by more than £1.1 billion to £15.2 billion, as long as Police and Crime Commissioners (PCCs) take full advantage of flexibility to set the police precept.

This could see the Force's funding go from £155.8 million in 2019/20 to £166.6 million in 2020/21 and represents the second largest increase of the Welsh forces, behind only South Wales which could get a £21.8 million uplift.

"This cash injection will be very welcome," says Mark Jones, secretary of North Wales Police Federation, "The sustained cuts to police budgets have had a huge impact on the police service, on the communities we serve and also on the wellbeing of police officers.

"The Prime Minister and the Home Secretary have been very vocal in terms of their support for policing so it is good to see their words being followed up by actions and investment."



THE SUSTAINED CUTS TO POLICE BUDGETS HAVE HAD A HUGE IMPACT ON THE POLICE SERVICE, ON THE COMMUNITIES WE SERVE AND ALSO ON THE WELLBEING OF POLICE OFFICERS.

National Federation chair John Apter has also welcomed the settlement but said it was unfair that the Government had passed the buck to PCCs and local tax payers. He also re-iterated calls for the Government to urgently address the funding formula.

The settlement includes the £750m announced by the Chancellor last year to enable forces to meet their recruitment targets as part of the Government's three-year plan to take on 20,000 new officers.

The funding will provide £150m to fight organised crime and continue to crack down on online child abuse. Tackling serious violence will be also backed with £39m, which includes £20m for county lines drug dealing.

As announced by the Home Secretary, funding for counter-terrorism policing will total £906m in 2020 to 2021, a year-on-year increase of £90m.

PCCs will have access to:

- **£8,702m in Government grants, £667m more than the previous year**
- **Flexibility to increase local funding in England by setting the council tax referendum limit to £10 for a typical (Band D) 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"

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ANTHONY DUFFY,
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