

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



JUNE 2018

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good people on a
daily basis'**

– See Pages 10 and 11

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Working with police officers not fighting against them



By Richard Eccles, secretary of North Wales Police Federation

I must admit I was not holding out much hope for the 'new look' Police Federation of England and Wales (PFEW) national conference as it seemed clear that the traditional battle between our chair, Calum Macleod, and the Home Secretary was going to be a bit of a let-down as Sajid Javid had only just taken over the post from Amber Rudd.

It seemed that would give him enough of an opportunity to duck the real issues emerging as Calum set out the problems facing police officers in 2018 and beyond.

I have to admit that my reservations were very much misplaced and the session was a real positive for all involved in policing.

Calum approached the lectern and set out a very clear and factual but alarming

picture of policing in England and Wales at this moment in time.

He pulled no punches as he highlighted how the PFEW concerns about a lack of resources and the impact upon officers and our communities had been well made and accurate for a number of years.

He reminded us all how those in Government, and indeed senior police leaders, had dismissed us as 'crying wolf'.

Having made the point, Calum moved on to offer to work towards solutions if the Home Secretary was open to the challenge.

My expectations of a bland speech from the recently appointed Home Secretary could not have been further from reality.

Mr Javid set out his stall immediately, telling us all of his links and experiences within policing, his accounts of incidents were real and his emotion as he spoke was obvious.

In a speech filled with understanding, pride and humour, he set out his vision for policing and it was clear that he expected to work with us rather than fighting against us.

I am sure some will feel that words and promises are cheap but it was clear that the majority of the conference hall warmed to his message and style of speaking.

After the speech session, the questions flowed from the delegates and it was again heartening to hear the Home Secretary promising to intervene personally regarding a lack of spit guards in London.

Hopefully, we are entering a new phase of joint working between the Home Office and PFEW which will benefit the officers and the service.

It would certainly be good to see Calum working closely with the Home Office to ensure that we get appropriate funding, resources and recognition for the difficult role that we undertake in policing.

'I am listening and I get it' – Home Secretary tells officers

The new Home Secretary said he understands how 'hard and horrible' a police officer's job is and pledged to do all he can to give police forces and their officers the resources they need.

Making his maiden keynote speech to conference, Sajid Javid told delegates he was committed to reviewing public funding for policing at the next spending review and assured officers on the front-line he would be standing with them.

He told a packed conference: "My pledge to you is this – I will prioritise police funding in the spending review next year. I will give you the tools, the powers and the back-up that you need to get the job done.

"I'm not arrogant enough to turn up here after three weeks in the job and tell you how to do yours. What I will say is that I am listening and I get it. I get that there's increased demand."

He called for a 'reset' of the relationship between the Government and the police, gave his support to the Federation's Protect the Protectors campaign on assaults and vowed to 'totally transform the welfare provision for officers'.

He admitted the Government has had to make 'difficult decisions' since 2010 but it was now time to prioritise public investment in policing.

He said: "Since becoming Home Secretary, I've spoken to front-line officers about your experiences of crime and policing. You've told me you're feeling stretched, over-burdened and not sufficiently rewarded. I know it's frustrating when your

days off get cancelled – often at short notice. And I know your work can take its toll on your mental and physical health. And you deserve to be respected and valued, but all too often what you get is abuse.

"I will prioritise police funding in the spending review next year. But this isn't all about money. You have a job like no other. You never know what you're going to be faced with. It might be a murder scene, a child abuse investigation or a serious car accident. And it's not surprising that dealing with all that takes its toll on you. We need to Protect the Protectors."

He continued: "When you're out in public trying to do your duty, you should be protected. That's why I'm backing the Assaults on Emergency Workers' Bill which will include tougher penalties for those who attack police officers and other emergency service workers. "That's why I'm also supporting changes to the rules on police pursuits; to make it clear that a criminal is responsible for their decision to drive recklessly, not the police.

"That's why I'm making sure you have the right kit and the right technology to do your jobs effectively. It makes no sense that while many of you update your mobiles every couple of years, at work you use technology dating back to the 1990s.

"And I fully support those officers who want better protective equipment like spit and bite guards. It's ridiculous that you can't restrain those who physically abuse you. If you don't feel you're getting the tools you need, I want to know about it. It's perfectly reasonable that you should want to protect

yourself from harm when you're out on the beat."

And he said he supported an uplift in the use of stop and search powers following the rise in gun and knife crime across England and Wales.

"If stop and search can mean saving lives from the communities most affected, then that has to be right," he said.

"Some of you don't feel comfortable using it – and that's not how it should be. I have confidence in your professional judgement. So, let me be clear – I support the use of stop and search. You have to do your job and that means protecting everyone."

He spoke about how at the age of 11 he was in a gang, a gang of two consisting of himself and his nine-year-old brother – they were called 'The Crimestoppers'. Their mission was to fight crime in their neighbourhood. His brother became a police officer 25 years ago and is now a chief superintendent at West Midlands Police.

"Over the years, I've heard what he has to say about policing," he explained, "I know the tricky situations he's been in. He's been hospitalised more times than I know from being assaulted on duty. I remember him missing Christmas one year after having his jaw dislocated. I've seen the impact the job has on family life. And, as you would expect from a brother, he doesn't shield me from the truth.

"Long before I was a politician, he took me out on a ride-along in the back of his police car in Bristol city centre. I thought it would be an interesting insight into his job. But I wasn't

prepared for the abuse he and his colleague received: teenagers giving them the middle finger, swearing and spitting. And worst of all, as his car approached the lights and slowed, one teenager leaned over and yelled at my brother 'You Paki bastard'.

"That was the first time it really hit me just how hard and horrible it can be being a police officer."

He pledged to set up a formal front-line review to get officer feedback about what officers really think, telling conference: "Your

ideas and responses will inform what happens next in policing. Because I understand that no-one knows more about policing than you do. But I also know that the public demand – and quite rightly expect – a high standard of support from their local police. And, ultimately, I want to reach a place where every member of the public is served by a force which is at least rated 'good'."

And he concluded: "I don't want any of you to believe that some changes belong in the 'too hard to fix' box. I want you to be bold

and ambitious and to change the bits which don't work – or put pressure on your bosses to make it happen.

"It's often said that British policing is the envy of the world. Everyone in this room wants to keep it that way.

"Let's reset the relationship between the Government and the police. I will give you the tools, the powers and the back-up that you need to get the job done. For those of you who stand on the front-line, be in no doubt, I will be standing with you."

Our reps' views

Compared to previous Home Secretaries who seemed to take a particular dislike to the Police Federation, there was some quiet hope for Mr Javid. We knew beforehand that he intended to approach his keynote speech with a very different style; one of understanding, empathy and holding out some form of olive branch.

It was true that he made an impassioned speech where he reflected on his personal and family life to 'try' to show that he understood the dangers and unique nature of the demands that police officers face. Having described the situations his brother, a serving West Midlands police officer, faced, it was an attempt to reach out. There were no 'telling offs', no being spoken down to and no waggy fingers. Instead, it was an approach of bridge-building and making some amends. Police officers are naturally sceptical and suspicious of such offers, even more so when we have, quite frankly, been treated with utmost contempt by previous office-holders.

Now, before you think I'm starting to go all doe-eyed, let me categorically state

that, although I cling on to some slim glimmer of hope that Sajid Javid will be a refreshing change, he still has Theresa May, who clearly detests the police, as a boss and she will be pulling the strings in the background.

I had the opportunity to ask the first question to the Home Secretary and I squarely focussed my direct appeal to challenge Mr Javid to ensure that all police officers, who want Taser and are able to be equipped with them, are afforded the opportunity to be trained and have access to Taser and that he would ensure funding to chief constables to adequately equip officers. The Home Secretary slightly dodged the question (no surprise) but he did state that he was committed to ensuring that police officers are properly protected and equipped. How that translates into reality we wait to see but I certainly will not be holding my breath.

The new Home Secretary really does now have a golden opportunity to turn the tide on years of hostility from the Home Office and make a difference. On listening to Sajid Javid, I am pretty sure he means well but,

sadly, he will be trying to make these improvements with a gun to his head and his hands firmly tied behind his back!

Mark Jones, deputy secretary

*The Home Secretary's speech was positive and we may see a change from Government. **Mick Laidlaw***

*This was a highlight for me. I found myself thinking during his speech, 'I can't believe that we may have found a Home Secretary who actually understands what police do and the dangers officers face daily'. And, for the first time in several years of attending conference, I did not feel demoralised, deflated or angry like previous speeches made by Theresa May and Amber Rudd. It was a refreshing change and I am feeling positive that we may now see a change in the funding and support to the police service from Government. I feel we need to give him a chance now to prove and deliver what he has said over the next year. **Kim Owen***

Support for spit guards

The Home Secretary said it was 'plainly ridiculous' that chief constables would put public perception above officer protection and not issue spit guards to officers.

Sajid Javid was asked about spit guards and body armour by Lisa Stanhope, a Federation representative from Thames Valley Police.

She said: "I've been listening to you saying 'I pledge, I will give you, I promise you' so I'm going to ask you a question and it's a yes or no answer question: some forces have both formed body armour for both women and men and spit guards. Spit guards are my passion because I'm in health and safety and I've seen the consequences and wellbeing and welfare of officers who have been spat at.

"The research on spit guards has been done and it's available but chief constables are still saying they put public perception

around spit guards above the safety and welfare and wellbeing of their officers. That is unacceptable. Public perception is of concern to forces and chief constables because it's our accountability and it can go wrong, we know that, but research has moved on."

She added: "I'm asking you to pledge to my members today that you will mandate chief constables to properly provide spit guards without any further delay, without any further nonsense that it's some kind of operational decision when they've already been provided in other forces, and quickly and effectively look into the provision of proper body armour for women, and I understand some men, who need that type of formed body armour."

He replied: "I do know chief constables can make that decision about spit guards today and I think 33 of 43 forces have made

the decision which shows it is possible. I cannot understand why any chief constable would put public perception before the welfare of officers, I think it's plainly ridiculous. I met with Staffordshire Police last week and one officer mentioned it to me and I just couldn't understand it. I left there, got back in my car and said I can't understand why any police officer would reject it.

"I've already started work on it and I will pledge to you that I will do everything in my power to make that come about and if that means I can mandate them to do it then I'm going to look at that. But hopefully I don't need to. Hopefully, the message is very clear to chief constables. I need to understand body armour a bit more, but you made a very good point today about women and body armour and making sure it's the right type. Your question was will I look into that and I will."



Calum Macleod, the national Federation chair, delivers his keynote speech.



Federation chair Calum Macleod issued a stark warning to the new Home Secretary urging Sajid Javid to 'learn the lessons your predecessors failed to'.

In his keynote address on the second day of the annual conference, he also spoke of his frustrations with the weakening of the provisions of the Assaults on Emergency Workers (Offences) Bill, his concerns around officer welfare and the clear correlations between dwindling officer numbers and the rise in crime.

Delivering his speech to a hall full of delegates and sharing the platform with Mr Javid, who was appointed just three weeks previously, Calum warned: "It is important that you listen here today to the voices of experts with years of operational policing experience. Learn the lessons your predecessors failed to. Three years ago Theresa May accused us of 'crying wolf' ... Yet what have we seen? Robbery offences up 29 per cent, knife crime up 21 per cent and violent crime up 20 per cent. These are not just statistics – every number is a real person – a real victim," he said, "Who's crying now? Let me tell you who – thousands of families who became victims of crime as a result of budget cuts – that's who."

He spoke of his frustrations with the assaults bill saying it was 'intended to show emergency service workers that they are not society's punch bags for those fuelled by drink and drugs, or trying to evade arrest. But it has been watered down to such an extent that it gives nowhere near the level of protection we expected for police officers'.

He said the deterrents in the bill were nowhere near strong enough, explaining that a maximum six-month sentence issued by a magistrate could easily become eight weeks after deductions for an early plea and automatic reductions of sentences by a third.

"Before you know it - in little over eight weeks - they are back on the streets, free to re-offend," he said.

"We have argued that the sentence

'Who's crying now?' – Federation chair asks Home Secretary



YOU HAVE THE OPPORTUNITY TO SHOW THAT YOU UNDERSTAND, RESPECT AND APPRECIATE POLICE OFFICERS AND THE DIFFICULT JOB WE DO. TO STOP HOLLOW WORDS AND SHOW US THROUGH YOUR ACTIONS. YOU HAVE THE OPPORTUNITY TO DO WHAT IS RIGHT TO ENSURE WE HAVE SUFFICIENT NUMBERS, SUFFICIENT RESOURCES AND SUFFICIENT FUNDING TO HELP KEEP THE BRITISH PUBLIC SAFE. HOME SECRETARY, YOU HAVE THE OPPORTUNITY. TAKE IT.

should be 24 months yet it was felt by some in Government to be unreasonable. Unreasonable? Unreasonable to offer better legislative protection for those who run towards danger when others run away. Unreasonable - for those who protect society from criminals who rob, burgle and assault indiscriminately. Is that really unreasonable, Home Secretary?

"And yet, at the same time the Animal Welfare Bill, which increases the maximum prison sentence for animal cruelty 10-fold, from six months to five years, quite rightly receives Government support. That is the reality, Home Secretary. But this approach to our safety just adds to how the rank and file feel – expendable, undervalued, worth less than an abused household pet."

The chair, making his first keynote speech to conference, implored the Home Secretary to 'do what is right for police officers' and give magistrates the power to issue 12-month sentences for officer assaults.

He also spoke of more frustration over the Emergency Response Drivers (Protections) Bill. After seven years of campaigning for a change in the law to allow better protection for response drivers, the Government had failed to support Sir Henry Bellingham's Private Members' Bill, and said it would consult on the change in the law.

He said: "We ask you today - as a matter of urgency - prioritise the legislation needed to protect officers and to protect the public."

And he continued: "Home Secretary, you may only be three weeks in office, but you know that policing is far more than just fighting crime. You know the pressure that police officers are under – dealing with human trauma, the sorrow of victims of crime and helping the most vulnerable people in society.

"This all takes its toll on police officers and their families. Particularly as we have seen police numbers fall and demands increase. Annual leave and rest days cancelled. No guarantee of back-up when needed. Unprecedented levels of officers suffering stress and anxiety. And then cheap shots if an officer dares to take five minutes out to sit and have a cup of tea in a

local café.

"Yet, despite all of this, we know that policing is about being there for the public. An arm to support someone who has come home to find their house burgled. A shoulder to cry on when someone is involved in a road traffic incident. A symbol of strength, reliability, safety and compassion. Policing is all of these things. Not just some of the time, but all of the time."

He also touched on police pay, saying members needed to have faith that the recommendations of the review body will be implemented in full after the previous Home Secretary 'passing the buck' and 'completely ignoring' the recommendations of the Police Remuneration Review Body on officer pay last year.

And he called for the Government's backing on work around demand and capacity, stating: "This valuable piece of work can make a real difference to find shared solutions to deliver a service to the public that we can all be proud of."

He concluded by issuing a rallying cry to the Home Secretary to take his opportunity to make a difference for the public and the police service.

Calum told Mr Javid: "You hold the most important political position when it comes to the safety and security of this country. The responsibility for the safety of the British public is firmly at your door. And we are the people who do this for you – day in, day out. We all join the police service to serve and protect the public.

"You have the opportunity to make a difference for the public and for the police. To put right the wrongs of the past. To value the fact that we police by consent in this country – that the police are the public and the public are the police – and to keep politics out of policing.

"You have the opportunity to show that you understand, respect and appreciate police officers and the difficult job we do. To stop hollow words and show us through your actions. You have the opportunity to do what is right to ensure we have sufficient numbers, sufficient resources and sufficient funding to help keep the British public safe. Home Secretary, you have the opportunity. Take it."

Our reps' views

There is no doubt that it is not just police officers watching the keynote speech from the chair of the Police Federation but everyone with some interest in the policing world in varying degrees wants to hear the view of 120,000 police officers as it is delivered squarely to the highest elected position in the country responsible for protecting the public.

Calum Macleod failed to disappoint as he eloquently, passionately and directly told the Home Secretary the reality of policing in 2018. Officers worn out, struggling to carry on under immense pressure and demands coupled with chronic shortages in officer numbers. Officers vulnerable to prosecution because of a lack of legislative protection in relation to emergency driving, and officers being further insulted by the justice system when pitiful sentences are handed down to those who physically assault officers while they are protecting the public. It is a very sorry state of affairs.

Despite hints that a more friendly, supportive and co-operative relationship from the newly appointed Home Secretary being on the cards, Calum did not become complacent and was relentless in striving to paint a picture of reality 'warts and all'. This could be the only way; the new Home Secretary had to know what he was having to deal with and what he needs to do to get policing back to level it should be in terms of funding, support and resourcing.

The key messages were that officers need support, they need paying fairly for the extreme dangers they face and they need the protections they deserve for doing their job. These are not unreasonable demands but purely necessary to ensure there is a strong and effective police service to fight the evils of the current day.

*Calum delivered a powerful keynote speech and one which will be appreciated by the rank and file. It covered the major concerns of the workforce and gave no escape for those who try to dodge their responsibility and duties. **Mark Jones, deputy secretary***

*Both Calum and the Home Secretary were very good and gave considered and encouraging speeches. **Nick Hawe***

Rep raises Taser issue after officer wife is assaulted

“We are not here to rely on miracles, we are here to make sure police officers are properly equipped,” the Home Secretary told Mark Jones from North Wales Police Federation.

During the Questions and Answers after the keynote speeches, Sajid Javid heard Mark’s story about a violent attack on two officers.

“The two officers were sent to a domestic incident and on arrival they were confronted by a male with a huge pick axe,” Mark explained, “He went on to violently attack the police car with the officers in it and listening to the body-worn video really hit home. The nearest back-up was miles away and the nearest officer with Taser was miles away.

“The screams for help from the officers were appalling. Thankfully, they weren’t harmed but it was a pure miracle that they weren’t killed or seriously harmed. One of those officers was my wife. So, I ask you and plead to you; every officer who wants Taser and is fit to carry it should be afforded that opportunity and the funding should be put in place by the Home Office to allow chief constables to adequately equip their officers.”

Mr Javid thanked Mark for sharing his story and said he was committed to making sure officers are properly equipped.

“I want to look at Taser more closely. I spent time with Staffordshire and London officers recently and can see the difference it makes. I think my predecessor allowed a new type of Taser and that is good but it’s no good allowing that and then not making sure that officers have it. So, I do want to look at it and I want to look at the best way to do it and it goes to my commitment to make sure that you, as officers, have the equipment that you need,” he said.



North Wales Police Federation representative Mark Jones questions the Home Secretary.



North Wales Police Federation representative Nick Hawe.

‘We could do more with more’

“One of your predecessors, who is now in quite a powerful position, suggested that we should do more with less,” Nick Hawe from North Wales Police told the Home Secretary during the Questions and Answers that followed the keynote speeches.

“Your predecessors came here and told us how we should deal with the cuts, how we should police and do more with less. That was never going to work because it didn’t make any sense,” he told Sajid Javid.

“The suggested answer now is that we do less with less, so not do the things we shouldn’t be doing such as picking up the pieces from other organisations, or maybe not even turning out for some crime types. But none of us here want that and that’s not the service that the public expect – they expect to ring the police and get some kind of response. My suggestion, and what the

public expect, is that we do more with more. That is the only thing that makes sense and that will protect us and the public,” Nick said.

The Home Secretary replied: “I recognise the increase in demand and your capacity hasn’t been able to keep up so more needs to be done. I made clear that long-term funding and resources need to be looked at and policing prioritised.”

Calum Macleod, Federation chair, added: “We are here to provide a service for the public. The crisis in policing is ongoing. Anything that needs to be done to protect the safety and security of the public and our membership needs to be done quick time.”

He told the Home Secretary: “I appreciate you may need a longer outlook but this is having a devastating impact and effect on communities up and down England and Wales.”

Where's our money gone?

The Home Secretary said he would try to find £4 million that disappeared after Welsh forces paid into the police apprenticeship levy.

Sam Roberts, of North Wales Police Federation and a Welsh regional representative, told Sajid Javid: "As a Welsh lead, I know we are a minority but there has to be equality. Four Welsh forces have spent £2 million on the apprenticeship levy last year and this year but it's disappeared, gone into a black hole, we don't know where it is.

"I've spoken to the Home Office, MPs, AMs, the First Minister, the four Welsh chiefs and the four PCCs. Nobody seems to know where it is. We have to have equality for Wales and for Welsh police officers and Welsh recruits. So, I'm tasking you to go back to the Home Office, find out where that money is and let us do what we need to do in Wales because at the moment it's who blinks first between the Welsh government and Westminster.

"We need that money to ensure parity for Welsh officers with their English colleagues. The Welsh government has said because policing has not devolved, they may have had that money back but they will not



Sam Roberts of North Wales Police Federation and a Welsh regional representative.

give it to us. I think that's totally unfair so you are the main man in this and I would really appreciate your help on this," she said.

The Home Secretary said he was intrigued, and wanted to find out where the money was too.

He told Sam: "I know about the apprenticeship levy and the way it's supposed to work is that the money paid by

any organisation belongs to that organisation and they use it for skills and training themselves.

"But from what you've said it sounds like it has just disappeared and that's not the way it should work. That money is about you training your officers so let's find out where it is and what the Welsh government is up to."

Delegates warm to Home Secretary during Q and A

The Home Secretary told conference he was prepared to put colleagues under increased pressure in order to reduce demand on the police service.

In the Questions and Answers that followed his speech, Sajid Javid also agreed to a number of other actions prompted by delegates' questions.

Nick Smart from West Yorkshire explained the burden of mental health issues on police forces.

"We can't say no, we're accountable. People go missing from A & E departments and we have to find them. That is extra demand on us," he said.

The Home Secretary replied: "I take it very, very seriously and part of the answer has to be better cross-co-ordination of this in Government. I want to set up a group that can follow through with results. My colleagues might complain and say I'm putting them under pressure but I will put them under pressure."

In a recorded question, PC Mitch Derby of West Midlands Police told the Home Secretary about an incident he was involved in where an offender subjected him to a sustained assault but only received a £100 fine and a six-week curfew.

"Isn't it time the sentence for assaulting a police officer reflected the



Sajid Javid (left) listens to the chair's speech as facilitator Ian Collins looks on.

seriousness of the offence?" he asked.

"I agree absolutely and it is time we dealt with this properly," Mr Javid replied.

"The Emergency Workers' bill is going to change things and I want to look at magistrates' powers as well. Magistrates have had more powers since 2003 but it hasn't been enacted so I want to look at that. Any kind of attack on any emergency worker is completely unacceptable and we will do what we can do."

Calum Macleod, chair of PFEW, added: "Clear messages and clarity need to be sent through the whole justice system. Emergency services are under attack day by day and that can't be an accepted part of society because it's a slippery slope."

John Apter, Hampshire chair, told the Home Secretary: "I find myself liking you a

little. But you've asked for evidence; we've lost 998 officers which is 25 per cent of our force, as well as hundreds of police staff. We are struggling. The demand on my colleagues is drowning them and they are breaking. You say you'll prioritise funding but you need to give policing a life-line now."

The Home Secretary responded: "You have given me a challenge. There was a big budget problem in 2010 for the Government so it's right that that was looked at and that has put us in a stronger position now. All I would say is that the starting point of action is that I need to first get the issues, understand them and not argue with people, then work with my colleagues, understand their pressures but then get collective agreement."



'We are breaking good people on a daily basis' – minister told

During the Question Time session at this year's conference, North Wales Police Federation secretary Richard Eccles asked, tongue in cheek, if he could introduce the police minister to someone: "The gentleman next to you, Sir Tom, as he's got some quite good views on under-resourced services!"

Richard continued: "On a serious note we've just heard Sir Tom's and some other speakers' views on under-resourcing and the impact of that on our colleagues and we are breaking good people on a daily basis. I just wonder what you can tell us you're going to do about it?"

Mr Hurd told Richard that on his appointment last year he made it his business to visit or speak to every force in England and Wales.

"I got a clear picture from that that the police system we rely on is very stretched indeed because demand on it has risen and got more complex," he said.

"Some forces are really struggling to manage demand and I've sat down with front-line officers and what struck me was the frustration from professionals who weren't able to do their job properly because they're being pulled all over the place.

"So, I went back and made and won an argument that we need to get more resources into the system. I took a first step and that funding agreement went through Parliament last year so we are putting another £460 million into the police system this year which means as a country we'll be spending £13 billion which isn't as much as everyone in this room would want but I see it as a first step and please, ladies and gentleman, bear in mind that we can make this investment firstly because the economy is in better shape and secondly because, as a country, we are still paying £50 billion a year in interest alone.

"I want to do the same for the funding settlement next year and then there's the biggest event, in terms of shaping the future of police resources, the Comprehensive Spending Review which is where the long-term framework for funding the police system is set. I'm determined to work with colleagues and everyone in the police system to make the strongest possible case for investment in our police system because we need to increase capacity and part of that is about increasing investment and it's also about making better use of something precious – warranted officers' time."

Shadow policing minister Louise Haigh told Richard it was a matter of fact that



Richard Eccles, secretary of North Wales Police Federation, gets his point across to the panel.

forces could not do what they used to do, having had 21,000 officers, 18,000 staff and 6,800 PCSOs cut and demand increased from other failing public services.

She also said the 83 per cent of non-crime-related calls to control centres made it impossible for officers to do what Theresa May said she wanted them to do eight years ago, which was 'nothing more, nothing less, than reduce crime'.

"Your numbers have been cut but crime is rising and demand is increasing and the numbers of calls on any given day are the same kind of levels you used to see on New Year's Eve," she said.

"As well as that, we are seeing demand from creaking public services across the spectrum so you're dealing with mental health, filling in for the ambulance service, social care and the NHS in ways you've never seen. So yes, the next Labour government will invest £780 million in you over the next Parliament but crucially we will also invest in other public services to reduce demand on you. I was a Special in the Metropolitan Police only six years ago and policing is already unrecognisable. You should not be the public service of first resort."

PFEW chair Calum Macleod added: "We are in the middle of a perfect storm. Public safety is being compromised and officer welfare is being compromised. The public confidence in policing has been affected because they're not seeing the police, they're not visible, so crime is running away, young members of society are becoming detached and a number of people are suffering.

"We can't continually ostracise members of the community because of lack of funding. It's largely irrelevant which party is in power unless you plough resources into where it's needed, understand what the public want and deliver against it. There are victims becoming more victims day by day and the situation needs to be addressed and it needs to be addressed now."

Our reps' views

This was a very interesting session. Lots of questions from the floor which was good to see and hear. Our chair Calum Macleod spoke very well, with credibility and passion. Some really good points made about the cuts we have suffered and the impact on our ability to deliver what the public expect. Interesting dynamic between Louise Haigh MP, shadow minister for policing, and the police minister Nick Hurd MP.

They enjoyed sniping at each other with regards to budgets for policing and how each respective party would try to solve the policing 'crisis'.

Everyone got asked many questions, this was good to see as it's rare you get afforded this sort of opportunity and the audience took full advantage of this.

A really worthwhile session which further highlighted all the issues the police service is facing and reinforcing, yet again, the lack of staff and funding.

Ceri Hawe

Vital Federation work put to the fore

By Mark Jones, deputy secretary of North Wales Police Federation

Following on from the theme of last year's conference, the Protect the Protectors message was interwoven into every session this year. It is vital that this work of the Federation is showcased at every opportunity as it has a huge impact on the safety and security of every single police officer.

This was a bumper session in that it encompassed assaults on police and the response driving vulnerabilities. PC Laura Gargett of West Yorkshire Police graphically described how she was violently attacked while on duty, however, the sentence passed to the offender was appallingly weak with a pittance of fine and curfew tag.

PC Gargett is just one of countless officers who have been shamefully let down by the justice system but, being the ultimate professional, she, like many other officers, returned to work without delay to protect and serve her community.

PC Vaughan Lowe, a response driver from West Midlands Police, then told his moving story in which he was put on trial for dangerous driving following a collision when he was on an emergency call and a pedestrian who stepped in front of his car died.

PC Lowe was completely exonerated but then faced a further 18 months of uncertainty after he was subject to gross misconduct proceedings. Again he was cleared. Notwithstanding that somebody tragically lost their life, the fact remains that

PC Lowe was driving in accordance with his training and responding to a call for help from the public. PC Lowe, as with every other single police officer responding to emergency incidents, is completely unprotected in law despite extensive training and scrutiny.

Despite the excellent progression that the Assaults on Emergency Service Workers' Bill is making through Parliament (special thanks again to MPs Chris Bryant, Holly Lynch and Philip Davies) the last review watered down some of the sentences that the Police Federation had been calling for. Similarly, despite Government making announcement that police drivers would be supported, there is still no legislation to protect police drivers in law making them very vulnerable.

A number of good questions were asked by delegates to the panel but it is clear there are still gaping holes in legislation, policy and procedures to truly protect the protectors. There are certainly positive steps being taken, such as chief officers now completing victim impact statements for assaulted officers, the Seven-Point Plan for police assaults now being ingrained in to supervisors' actions following a completely unjustified attack on officers.

The Police Federation will continue to robustly and passionately fight for better officer protection both in legislation and in equipment, training and resources. The public are 'on side' but it will be a continuous and unrelenting campaign to say unequivocally that an attack on police is an attack on society in general.

NWPF chair puts question to panel



Other questions asked of the panel came from the conference App while, from the floor, North Wales Police Federation chair Simon Newport (pictured above) asked why there was never any praise for the police service from the Government, only criticism.

Labour MP Holly Lynch, another ardent supporter of the police, said it was a question that really should be asked of the policing minister but reiterated what an amazing job she thought they did and said that support was spreading rapidly through Parliament.

"There is an understanding of the work you do. MPs have told me they have been out with their forces and they say they know what you are up against," said Holly. "We know how hard that is and we have that responsibility to protect you in your work."

Simon replied with a point that was widely agreed with by the panel.

"If we had more vocal support coming from Westminster, we would have less media organisations writing stupid stories and making a mockery of the force," he said.

Powerful testimony

"I was kicked in the face. I was stamped on. It was Christmas Day. My eyes were blackened. My face was swollen and my children were devastated."

Those were the impactful words of West Yorkshire PC Laura Gargett, one of a number of assaulted officers featured in a video produced by the Police Federation to raise awareness of the impact of assaults on their members.

Laura was interviewed by conference facilitator Ian Collins who said he had expected her assailant to have received a sentence of perhaps five years.

His perception was wrong, she told him. The sentence the woman who

attacked her received was 16 weeks on a tag and a £150 compensation order, an amount the PC knew she would not receive as the woman did not work.

She told him: "We are not super heroes; we do get bruised, we do get battered."

But she also admitted that being assaulted was too commonplace.

"It's a known risk of the job, it's something we all face when we go out day to day on our beats. I just get a little disheartened that the legislation is not in place to support us when these types of events happen, and I think that's because the criminal justice system is currently shackled by legislation."

PC Laura Gargett.



'Give officers the money they deserve'



North Wales Police Federation secretary Richard Eccles voices officers' frustrations.

Despite promising a colleague he would not stand up and speak at conference that day, North Wales Police Federation secretary Richard Eccles made an emotional plea, to the audience's applause, to the National Police Chiefs' Council lead for pay and conditions, Chief Constable Francis Habgood.

"I made a promise to someone yesterday that I wasn't going to speak today unless somebody annoyed me," Richard said to Chief Constable Habgood and the rest of the panel, Andy Fittes, Federation general secretary, Dr Joan Donnelly, the Federation's head of research and policy support, and Ron Hogg, PCC for Durham and workforce lead at the Association of Police and Crime Commissioners.

"But at 9.04 and 20 seconds, the switch got flicked and somebody annoyed me," he continued, "I can't be the only one sitting in this room listening to your presentation and thinking I've been here before. It's like waking up from a coma and wondering where you've been for the last 20 years. I have sat through so many of these presentations where you talk about reward and recognition for the

right roles and in reality, all we end up doing is dividing the workforce by introducing another scheme.

"Every time the chief officer comes up with this whizz bang idea, you launch it, you try and fly it and then three years down the line you all go into denial and say 'that isn't actually what we intended to do' when it goes wrong.

"So, we are left to pick up the pieces. I make no bones about this; this is about rewarding police officers for the really difficult job that we do every day and not about splitting the teams up and giving someone £5 more. I understand my pay slip. I really didn't join for the pay, I'm not bothered about

the pay. I joined to do the job. But we need to be looked after and actually it would be really good if someone stood up at chief officer level and went into that pay review body and said 'you don't pay these men and women enough money. Give them what they deserve.'"

Chief Constable Habgood replied, once the applause had subsided: "I've been in policing long enough to remember some of the reviews but the one big difference compared to previously is that a lot of the pay reforms tried to land in a service where some building blocks were not in place. But now there is the College of Policing, there is the workforce reform that is going on which actually is all about helping our people deliver the best possible service so I think the context is different.

"I started at the beginning saying you can't do pay and reward reform unless you do something around workforce reform as well. This is about how we change the time invested in the workforce so my first response would be there is something different. My second thought about this is the service reforming. I would want Joan and you and others to be engaged in this process and to come up with ideas.

"I don't disagree with a lot of what you've said but can we honestly say that what we've got at the moment is going to be sustainable? Is it going to continue to attract and retain the best people in policing and reward them fairly? I'm not convinced that it will into the future."

Richard responded: "I haven't had one person in the last 15 years walk into my office and say, 'I'm concerned about the PDR system'. I have currently got 42 per cent of our new recruits not joining the police pension fund because they can't afford it. They don't come in and talk about the PDR, they do come in and talk about their finances and how they pay their bills. I can't say it any clearer."

“ I HAVEN'T HAD ONE PERSON IN THE LAST 15 YEARS WALK INTO MY OFFICE AND SAY, 'I'M CONCERNED ABOUT THE PDR SYSTEM'. I HAVE CURRENTLY GOT 42 PER CENT OF OUR NEW RECRUITS NOT JOINING THE POLICE PENSION FUND BECAUSE THEY CAN'T AFFORD IT. THEY DON'T COME IN AND TALK ABOUT THE PDR, THEY DO COME IN AND TALK ABOUT THEIR FINANCES AND HOW THEY PAY THEIR BILLS. I CAN'T SAY IT ANY CLEARER.

IPCC now IOPC – what's in a name?

By North Wales Police Federation representative Kim Owen

Phill Matthews, the Federation's national lead for conduct and performance, came across well in his speech during this session ensuring he told the Independent Office for Police Conduct (IOPC) director general Michael Lockwood that the case to answer test is broken and needs completely resetting. He highlighted that it doesn't actually improve public confidence in any way and that it also lets families down as they believe something might actually happen. He also highlighted that it undermines officer morale for the officer subject to the case as well as the officers in the team and, in some instances, the whole force.

Once again, there was also criticism for the excessive time taken to resolve investigations, and for a lack of transparency.

While I felt Mr Lockwood's speech was stretched out - a good way I suppose to try to limit the question time - I did find some of his speech interesting and, although there were a few interesting approaches and plans for the IOPC to improve, I do believe time will tell certainly around the timeliness of their investigations.

He explained investigators have already begun training alongside officers to better understand the issues the police face. This has to be a positive moving forward as I have previously found the lack of knowledge or understanding of investigators on the roles of police officers and the procedures has been a major issue in them being able to balance their responses appropriately and their outcomes. This is clear by so many cases highlighted in court previously.

Mr Lockwood spoke about a shift from the blame culture to one of performance and learning. This is also an area which is to be looked at positively and welcomed. He accepted that officers have been sanctioned because of a genuine mistake and agreed that in these cases it can be better dealt with as an opportunity to learn and improve.

The fact remains that, although the IOPC is now in a process of reforming, it will be the results of the investigations for officers that will be the real test in the coming years... watch this space.

In terms of officers feeling confident that lengthy and drawn out investigations are a thing of the past, we may be starting to see a change.

Mr Lockwood said he wanted investigators to have a good understanding of what it means to be a firearms officer,



The panel (left to right) with facilitator Ian Collins: Phill Matthews, Michael Lockwood and Thea Walton.

custody officer, police driver or neighbourhood officer, and said that around a quarter of staff now come from a police background. I wonder if this will help them in getting to grips with an investigation quicker.

A key note is that he did say that, although he was sympathetic that officers and their families come under stress when they are investigated, he could not compromise the quality of the investigation to speed it up. Is this going to be his excuse in future and the normal reply to the complaints of the time it takes to investigate?

He did accept that one of the biggest criticisms against the IOPC is the length of time investigations take and acknowledges that it was felt that they are bureaucratic and slow.

Officers can only hope now that he will tackle the issue as a priority but, as he said they concluded a third of their investigations last year within six months and two thirds concluded within a year, I would like to know how many investigations they have open that are over a year.

We may be beginning to see change at the IOPC in some areas, such as the performance culture and there is work ongoing to create a new process which should take a large portion of investigations which are currently classed as misconduct, I do feel there is a lot of work still to do with changing investigators' attitudes and views on getting results.

I felt that there should have been more

time dedicated to the Q and A at the end of the session so delegates could get more questions in.

But there were some great questions and some good challenges put by delegates to Mr Lockwood especially on the quality assurance process of investigations and it was pointed out that even IOPC Investigators don't know what happens in this process. It was also highlighted that some QA processes actually take longer than the investigation!

Overall, I felt the speakers from the IOPC were agreeing to take away a lot of issues and points to review but just wonder if they will actually review any of them! Time will tell.

Our reps' views

It was good to hear Phill Matthews challenging the IOPC over its previous performance but disappointing that the two speakers from the watchdog failed to offer much in reality. There were lots of promises of 'taking things away to review' but nothing tangible at this stage. Hopefully, we can hold the speaker to account over the next few months at a national level.

Richard Eccles, North Wales Police Federation secretary

The IOPC lead, Michael Lockwood, and policing minister Nick Hurd were uninspiring and disappointing.
Nick Hawe



Former gang member's enlightening speech

By Nick Hawe, North Wales Police Federation representative

Day 1: Break-out 3 - Protecting our streets. Does stop and search reduce knife crime?

I chose to attend this session as I thought it would provoke interesting debate.

Simon Kempton, the Federation's operational policing lead, spoke about the Glasgow Violence Reduction Unit - which they borrowed from Chicago Police who had a more holistic view of knife crime.

This involved bringing in other agencies and lobbying for stronger sentences for carrying a knife. In 2006 the prison term was four months – now it is 13 months.

However, when stop and search (SAS) dropped by 90 per cent, knife crime rose by five per cent. SAS became a political football, and something which officers were reluctant to use. This, in turn, made the streets less safe. When negative searches were made, they were used to attack the police, and the tactic. But if an officer stopped and searched a group of six youths, and found a knife on one of them, on paper that would look like a 17 per cent 'success' rate and could be twisted to suit.

Roger Pegram, vice-chair of the Society of Evidence-based Policing claimed SAS only had a marginal effect on stopping crime. He corrected the use of the word tactic, stating SAS was a police power. His thoughts were that the police tend to look back too much instead of forward.

Quoting Robert Peel, he said 'the public are the police and the police are the public', adding that we needed BME representation and role models. The police should listen to the community and show compassion, involving them when there are interventions to be made. He was pushing targeting, testing and tracking and went on the quote the lyrics from Bill Withers' Lean On Me – which was nice.

Sheldon Thomas, chief executive of Gangline, was not on the published list of speakers, but I am so glad he was. What an engrossing, entertaining and enlightening speech he gave. Lacking any notes or PowerPoint presentations, he spoke from his brain and his heart, and I hung on every word.

He talked about his experiences as a child in 1974 when he was racially abused by police officers; when his brother was beaten up by skinheads while nearby officers laughed.

He thought back then that he had a problem and that society was against his kind. He took to the streets in search of a male figure to look up to, and soon fell into gang culture. He would fight police officers and the



Sheldon Thomas.

National Front. Gangs would naturally get into drugs and drug dealing – they would then start making money from it then they would start shooting each other.

In 1985 he recalls being stood in a nightclub when some rivals came to shoot him. Instead they shot off the head of the guy next to him. This was a turning point and he ended up travelling and got the chance to speak to Jesse Jackson. He changed the way that Sheldon viewed the world. He came back to the UK and educated himself, obtaining numerous qualifications and degrees. He said that people think very narrowly when they are not educated. Then he spoke about change – stating that change comes from within and is only effective when everyone is involved.

To explain what change would look like for the police, Sheldon claimed that it has to start from community policing. Officers need to change, community needs to change and justice needs to change. He spoke about a gang rape, where a number of males attacked a young female. They got six years each and were out of prison within three years. This did not show that women were valued.

Sheldon carried on to say that 72 per cent of prison inmates have no father figure in their lives. Sheldon doubted whether SAS would change things and that the issues within society and within homes needed to be addressed instead.

Gangs would simply hide their weapons better if they were aware that SAS was being increasingly used. Sheldon claimed that the time has come for all of us to change and rather than concentrate of things like SAS, we should look at community policing and relationships.

He admitted: "I had to stop blaming and look at myself. What can I do?"

He educated himself and began to understand. I think that is his message to all.

There was some time for questions at the end, but the session over-ran a little and there was also a minute's silence for the Manchester bombing anniversary.

Detectives in Crisis

By Nick Hawe, North Wales Police Federation representative, and Region 7 DC representative on the Police Federation National Detectives' Forum (PFNDF)

Day 2: Break-out 1. Detectives in Crisis

The speakers in this session included Martin Plummer, chair of the PFNDF, and South Wales Chief Constable Matt Jukes, who is an ex-detective and champions the cause of detectives in a very thorough and sensible manner.

I have had some input in the forum's Detectives in Crisis campaign and encouraged North Wales detectives to complete the recent survey. We had a very good completion rate and that helped in producing what has proved to be a credible and evidenced reflection of how current detectives feel in England and Wales. It is the sort of result that means that commanding officers have to take note – and hopefully action.

North Wales is suffering from low detective numbers, as is every other force across England and Wales. We are not as bad as some, we have seen many detectives being posted from roles that they have worked hard to attain, into 'hard to fill' roles, due to the lack of numbers – and at times due to a lack of planning from bosses.

This does nothing for motivation, in an area where stress, responsibility and workload is high. We have had officers break due to unmanageable demands on their time. This has to stop.

I know from my involvement in the universally popular (please note the sarcasm here) Detective Career Pathway that much work has gone on behind the scenes to ensure more officers are being encouraged to become detectives.

The ICIDP intakes continue to increase, which will hopefully bring more stability in the future. It does not help the problem right now though. What should be considered is how to recognise and reward the work done by detectives, while equally ensuring that nobody finds themselves unable to face their workloads. This is something which line managers and senior managers need to address.

The Q and A for delegates at this session was rushed due to the session over-running and therefore, despite questions being asked, sufficient answers were not able to be given.

Time to tackle fatigue

Jayne Willetts, the Police Federation's roads policing lead.



The detrimental effects of fatigue on the performance of police officers were laid bare during conference.

The Federation set out plans to push for a national policy on fatigue and make forces across the country aware of their responsibility towards trying to alleviate the problem of 'burnt out' officers.

With the police service stretched to the limit and recent media reports of thousands of rest days being cancelled across all forces, guest speaker Dr Paul Jackson from the Transport Research Laboratory, a psychologist specialising in fatigue risk management, said officer fatigue was 'too important an issue to ignore'.

Addressing the conference floor during the 'Fatigue in our Forces' session, Dr Jackson said: "Fatigue can result in reduced alertness, procedural errors and impairment in risk perception.

"We are not talking about police officers feeling a bit tired, what we are dealing with is officers reaching the point that their decision-making could be impaired.

"Fatigued people don't follow the rules but they do have their judgement affected and a fatigued person is more likely to make mistakes. All of this can be exacerbated by operational demands placed upon officers such as shift work and interrupted sleep patterns."

In addition to shifts, extended work days, working at times of the day when you should be sleeping, and then sleeping at times when we are naturally most alert, contrary to the Circadian sleep pattern rhythm, working on rest days when you should be recovering and preparing for your next shift, would all take their toll.

Under the current doing more with less reality of policing, there were staffing issues such as single crewing, the pressure to do longer hours, unrealistic time pressures, unachievable deadlines and leave requests being refused, all of which led to higher workloads and police officer fatigue and stress.

This, in turn, lowered morale, had an effect on wellbeing and created more sickness and absenteeism, creating a vicious circle.

The long-term effects, he explained, could include injury and serious illness with higher levels of the stress hormone cortisol leading to obesity, cardiovascular conditions and diabetes.

Jayne Willetts, the Police Federation's roads policing lead, said fatigue levels among officers were getting so bad that action needed to be taken immediately.

"People are shattered before they go out for work," she said, "We need to ask senior officers: 'what are you doing to support your officers out there?'"

"This is the elephant in the room and we need to be aware of it. We can't carry on the way we are because we will have a burnt out police force. Other industries have recognised the importance of addressing this issue and it must be mirrored in policing. Something has to be done, and it has to be done now."

Jayne described a trip back to her home force of West Mercia to see for herself the effects of fatigue on officers.

"They are telling me how frequently they are called in early and off late, and how many rest days they are having cancelled. They were saying quite openly 'we are knackered', 'we are burnt out' and

they feel that they can't provide the service to the public they want to," says Jayne.

She added: "This is unacceptable. It is no wonder that people are off sick because they know when they come back, they will be in exactly the same position they were before they went off."

The panel, which also included Adrian Smiles from the Police Federation's health and safety sub-committee, agreed that management needed to provide officers with the tools to help them get good levels of sleep and rest.

Issues were raised around officers taking work home with them and working on annual leave just to catch up with their workload. They were booking leave off work instead of admitting occupational health problems.

Jayne and Adrian said the Federation was now planning to promote awareness around the causes of fatigue and around the legal requirements for forces. They said there should be a shared responsibility from both individuals and organisations to tackle the situation.

Members are being encouraged to look out for the Federation's demand, capacity and welfare survey which will be issued in the summer in a bid to get an accurate assessment of officers' views on these issues.

The results of this year's survey will be analysed and compared to a similar survey two years ago.

Our reps' views

I am interested in the issues of fatigue, causes and effects especially having worked shifts over many years.

The message I took away was that rest days are recovery days; sacrosanct.

Going forward, we need to ensure that the cancelling of RD is kept to a minimum and only when absolutely necessary. The Working Time Directive should be followed and members should watch how much OT they are working. Officers should also have a workload that is manageable and shout if it is not; but that is hard to do.

The Force does try to maintain the Working Time Directive and we are not faced with the cancelling of RD that is prevalent in other forces.

My advice to anyone suffering fatigue is to talk to someone and admit the issue then seek assistance without delay - OHU, Red Arc, for example.

Mick Laidlaw

Are neighbourhood policing cuts aff

By Ceri Hawe, North Wales Police Federation representative

I had high hopes for this session and chose to attend this break-out since it's a really current issue due to the massive impact police funding cuts have had on neighbourhood policing and the threat level from terrorism.

It started off well with Simon Kempton, the Federation operational policing lead, speaking about his own policing experience

in neighbourhoods and giving a good example of how community policing helped foil a terrorist attack as a result of community-based intelligence being passed to a community beat officer. Simon was very passionate about the topic and put his point across well regarding what he described as the 'collapse of community policing' and the value of having it.

We in NWP have seen this. Years ago, CBMs were ring-fenced to deal with their community work. Now they are all but

swallowed up by responding to jobs, due to the reduced number of officers we have and the increased demand. We have elements of community policing but not as it should be.

To be fair, we would all love to be able to do this as a Force, but the fact is we can't. Something had to give and unfortunately it was neighbourhood policing. I really value it, but responding to 999s has to come first.

Next up was Amanda Morris, outreach officer at the Muslim Council of Britain.

TAKE ADVANTAGE OF THE PARTNERSHIP BETWEEN LOCAL SOLICITOR JOHN HOWELL AND THE POLICE FEDERATION

John Howell has been a practising solicitor for over 11 years. He has held positions in a number of Top UK Law firms and holds a Master's Degree in Law. He has won prizes for academic grades. John is a trusted advisor to a number of major organisations.

Here he discusses a common situation by way of explaining the importance of considering:

- // Making or updating your Will
- // Lasting Powers of Attorney
- // Uses of a trust

“ You have worked your whole life and acquired assets such as a house and savings. Often, these assets have taken decades to pay for yet, without proper planning, they can be taken from you in an instant.

ALLOW US TO USE MR AND MRS SMITH AS AN ILLUSTRATION

Mr & Mrs Smith are a married couple with 2 children. They own their own house and have some modest savings. Mr & Mrs Smith are better than most because they have put in place Wills, which we all know we should do. Their Wills leave everything to each other and then once they have both died to their 2 children.

SHOULD THEY BE PLEASED WITH THEMSELVES?

NO. They have done nothing other than repeat what the law dictates will happen in default of putting in place a Will. No wonder people don't get around to making Wills as, on many occasions, they are not important.

AS WE SEE IT, THEY STILL HAVE A NUMBER OF POTENTIAL PROBLEMS:

THEIR WILLS LEAVE EVERYTHING TO EACH OTHER WHAT IF MRS SMITH DIES AND MR SMITH REMARRIES? Sadly there is not a lawyer present at most marriage ceremonies but if there was he may say 2 things; (1) "Be careful, that is a legal contract you are signing saying what's mine is yours" and (2) "This marriage automatically revokes all former Wills". You may now see the problem. Mr Smith dies before his new wife and completely disinherits his 2 beloved children.

LET US ASSUME THERE IS NO SUBSEQUENT REMARRIAGE. HOWEVER, MR SMITH REQUIRES LONG TERM CARE. His house will be used to fund his care like 50,000 homes each year (and increasing). Care home fees are often around £1000/week. Mr Smith is in care for a few years and, once again, the children's inheritance has vanished.

WHAT IF THERE IS NO SUBSEQUENT REMARRIAGE AND NO CARE HOME? That is great and the children inherit the estate as planned. But then one of the children divorces, or goes bankrupt, or dies and their assets (now including Mr & Mrs Smith's estate) pass to their spouse who then remarries. Maybe one or more of the children have poor judgment with money, or are vulnerable and have issues with gambling or alcohol. Once again there is potentially huge loss to the assets Mr & Mrs Smith built up during their lifetime resulting in both their children, and therefore their grandchildren, losing out. What if one of the children is in receipt of state benefits? They are certain to stop when they come into an inheritance.



Protecting our ability to fight terrorism?

Amanda was very unhappy about the 'Prevent' strand of work and spoke about how it encouraged spying on the Muslim community from within and put everyone wrongly under scrutiny. She spoke about the 'Islamophobia' being caused by this.

She described 'Prevent' as a non-evidence-based approach. She felt that there was no transparency around it and explained how numerous FOI requests submitted by the Muslim Council of Britain had not been answered by police, as it hid

AFTER DEATH ANY PERSON MAY ISSUE A CLAIM AGAINST MR & MRS SMITH'S ESTATE.

They may not stand a chance of success but you can guarantee it will cause stress for Mr & Mrs Smith's children.

WE HAVE ESTABLISHED THAT WHEN MR & MRS SMITH DIE, ALL THINGS BEING WELL, THEIR ASSETS BECOME THEIR CHILDRENS'.

The children may already own a house and have some savings. When Mr and Mrs Smith's children die, the grandchildren have one huge inheritance tax bill to pay.

MR & MRS SMITH'S EXECUTORS WILL NEED TO OBTAIN A GRANT OF PROBATE.

This may be costly, stressful and time consuming.

MR & MRS SMITH HAVE NOT PUT IN PLACE LASTING POWERS OF ATTORNEY.

We live in an ageing population. 150,000 people each year have strokes and the incidence increases with age. If you are on your own and a stroke strikes then your family face some real problems. No one can access your bank accounts, no-one can pay your bills, no-one can sell your house. It is not just strokesaccident, old age, dementia all affect your ability and desire to make decisions for yourself.

WHY NOT PRE-EMPT AND FULLY CONTROL ALL OF THESE MAJOR ISSUES?

Make an appointment to see us

We have surgeries held across the Force area between 19th and 22nd June 2018

FOR MORE INFORMATION AND TO MAKE AN INITIAL FREE NO OBLIGATION APPOINTMENT, PLEASE CONTACT OUR RECEPTION ON:

0151 928 8597

federation@harveyhowell.co.uk



Simon Kempton, operational policing lead for the national Federation.

behind national security as a reason not to disclose certain details that she felt the public should know. She wants a different approach introduced, wanted the neighbourhood policing element back and appropriate funding put in.

Chief Constable Simon Cole, lead for local policing for the NPCC, was up last. He again confirmed what all the other speakers had said, that YES, reductions in neighbourhood policing had impacted on our ability to tackle terrorism. All the speakers truly valued the neighbourhood policing model. The reality is, we just can't afford it. The cuts in the last eight years have seen to that.

The Chief gave lots of facts and figures on referrals and what happens to them; this got a bit repetitive to be honest! I liked the message of 'Communities Defeat Terrorism, make nothing happen'. He explained how 'Prevent' is non-criminal safeguarding and that it is voluntary. There were several questions from the floor but I was left feeling a bit depressed at the end of the session.

The message was clear, neighbourhood policing was excellent, it delivered what it had to but it is all but gone due to cuts and needs to come back. Well, let's see as we will need significant investment in the police if this is to happen.

Fallen officers remembered

Both the Home Secretary and national chair paid tribute to the two officers who had died in the line of duty since the last conference.

Calum Macleod asked conference to pause for a moment in honour of PC James 'Dixie' Dixon (39) from Thames Valley Police, a motorcyclist killed in a road accident while on a training exercise on 5 December 2017, and PC Dave Fields (45) from South Yorkshire Police who died in a crash in a police car in Sheffield on Christmas Day.

He also remembered PC Steven Jenkins from Gwent Police who died while on duty on 6 October at Pill Police Station in Newport after being taken ill.

"They will never be forgotten," said Calum.

Sajid Javid remembered the officers and the families they left behind.

Conference observed a minute's silence for the victims of the Manchester bombing at 2.30pm on the Tuesday, a year to the day since the terrorist attack.



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'People are breaking on our watch'



Former Met chief superintendent John Sutherland.

The police service cannot deliver a service to adequately keep the public safe.

That stark and worrying admission came from the Police Federation's vice-chair and welfare lead, Che Donald, during a conference session called 'Protecting our service: the demand and capacity imbalance'.

Che said: "With the increased demand and decreased numbers, we cannot deliver a service we can be proud of. We cannot deliver a service to adequately keep the public safe. If our members are not adequately protected, how can we expect them to protect the public?"

"Cancelled rest days, leave embargoes, single crewing, reductions in neighbourhood policing and unworkable, unsocial and unmanageable shift patterns. All of these are attempts to meet the current demands being placed on the service. All of them are failing and all of them impacting on the health and wellbeing of our members and our ability to protect and serve the public.

"There is glaring, unequivocal evidence. It's not scaremongering, just facts. Cuts do have consequences. How do we resolve this for the sake of our members and the safety of the public?"

The vice-chair's views were echoed throughout the auditorium and, when delegates were asked: 'Is there enough police to keep the public safe?', there was an overwhelming answer of 'No' from 97 per cent of delegates who voted.

Another speaker in this session was former Met chief superintendent John Sutherland who was medically retired in February after the stresses of the job had

taken too much of a toll on his health. He has written a book entitled 'Blue' on his experiences and spoke emotionally about a mental breakdown.

"I love this job. I really love this job and I love the people who do it," he said, "For 25 years, it was a privilege to serve because when you strip away all of the things that don't matter, this remains as extraordinary as any job can be.

"These are the most challenging times for policing in this country since the end of World War Two. It's more complicated and the risk is rising while numbers are falling to their lowest levels in a generation. Every single one of you remains a terrorist target and this job remains more dangerous than at any point in my lifetime.

"I spent more than 25 years working with heroes and what troubles me at the moment is that some of those heroes are breaking. People are breaking on our watch."

The head of HMICFRS, Sir Thomas Winsor, said police face 'enormous risks' every day and the wellbeing of those officers should be at the forefront of everyone's mind for the police service and the minds of the communities they serve.

"As the head of the inspectorate, we will be putting the welfare of officers and their wellbeing at the top of our agenda, both mental and physical," he said.

"As well as the person armed with a weapon, officers also have the stresses and mental strain that goes with the job. That can come with being run ragged but also the appalling things that they see and hear in their working lives like suicides, sudden deaths and road traffic accidents. They can have a serious detrimental effect on officers."

Sir Thomas added that changes were needed to alleviate this situation and they are happening too slowly.

Our reps' views

John Sutherland gave an excellent introduction of his own experiences in suffering from stress. This shows that it can affect all ranks. Sir Thomas Winsor gave most of the input and, though we may not like him, when he speaks you do listen. His main focus was on the Force Management Statements which he has requested every force to produce.

They will illustrate a force's capability in meeting demand both now and in the future. With the publication of these, a debate should then follow on what the police can and need to deal with. He suggested then other public services are not addressing their demand and leaving the police with the burden out of hours. So 24/7 social services for the future?

He did ask if any Fed reps had been involved in their production, no-one put up their hand and it is the first time I have heard of them. The FMS should also address the demand upon officers and how it is affecting them.

I am concerned about the demand and capacity imbalance. There has been a change in crime with violence increasing and especially towards officers. There is also a social demand that has gone off the scale, mental health issues, missing persons to name a few. It is becoming quite the norm to spend half a shift at a hospital when we should be dealing with crime and other investigations.

The most relevant question from the floor came from a force where they have accrued 222,000 owed rest days and it is only increasing. This is due to the continual cancellation of RD to meet the present day demand.

Mick Laidlaw

John Sutherland stood out. As a colleague pointed out, he was the 'Colin Firth' of the session and wooed the entire audience. He spoke beautifully and bravely spoke about how the job got the better of him. What a gentleman.

Nick Hawe

Sir Thomas Winsor's input was a highlight of conference and his Force Management Statements may produce a change.

Mick Laidlaw



NOT IN THE PENSION SCHEME? WHY NOT?

Police pensions have a long history, dating back to 1829 when the Metropolitan Police Act introduced certain benefits for London officers “worn out by length of service”. A full pension scheme for all members of a police force became available in 1890.

There have been many changes since then, but entitlement to a police pension has always been regarded as a key element of the remuneration of members to enable them to undertake their role with confidence. The present arrangement, called ‘The Police Pension Scheme 2015’ (2015 Scheme) is intended to ensure that pension entitlement remains a key element.

The increase in the numbers of older people means that by mid-2039 more than 1 in 12 of the population is projected to be aged 80 or over*. The prospect of outliving savings and running out of money in retirement is a daunting one. This could become a harsh reality if there is a lack of planning, which is why it is vital to take action now before it is too late.

* *The Office of National Statistics, October 2015 National Population Projections.*

How much does it cost to join the scheme?

The contribution rate for an officer on £27,000 or less is 12.44% and

the contribution by the employer is 21.3% making a total contribution of 33.7%. This equates to a commitment per annum of £3358.80 (£279.90 per month) for the officer and an employer contribution of £5751 (479.25 per month) - Contributions are not subject to income tax.

Pension Benefits on Retirement

Your Normal Pension Age in the 2015 Scheme is 60. This is the age you can retire with immediate, unreduced pension benefits. You are able to retire earlier or later than age 60; your benefits will be subject to an early retirement reduction/late retirement increase. You will also have the option to commute some of this pension to provide a tax free lump sum.

Ill Health Benefits

Under the new 2015 Scheme, there are two levels of ill-health retirement.

Death in Service Benefits

If you die as an active member of the Police Pension Scheme 2015, an amount of 3 times your pay is payable as a lump sum death grant, no matter how long you have been a member of the Scheme. In addition there are adult survivor benefits and child pension benefits.

For more information on the Police Pension Scheme contact Kier Pensions Unit - Tel: 01642 727333.

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Women standing shoulder to shoulder

By **Ceri Hawe**, North Wales Police Federation representative

Our very own Sergeant Sam Roberts ran this session supported by Hayley Ayley, Federation equality lead.

As always, Sam's enthusiasm shone through. This was Sam's last conference as she retires in July this year, she will be very much missed both in North Wales Police and at PFEW. She has always championed the women's cause and also, while in her national post, has highlighted the Welsh forces.

This was a good session with Inspector Annita Clark from Bedfordshire sharing her story. I have listened to Annita before, her story is very traumatic but uplifting and she was very engaging and passionate about her involvement with BAWP and IAWP and what she had achieved.

Holly Lynch, MP for Halifax, also spoke. She was my favourite in this session. I have to say how down to earth she was. She is extremely pro-police and she was a breath of fresh air for politicians. She spoke well about her own struggles, how she became a MP and about prejudices and hostility she had dealt with from colleagues in Parliament. She spoke eloquently about her

friend and colleague Jo Cox who was murdered by an extremist. She echoed what most of us think with regards to what we can do in our own careers and achieve and our own self-doubt – yes, everyone doubts themselves, even MPs.

Emma Hawsworth was up next. The principal lawyer from Slater & Gordon, Emma is extremely experienced in all areas of employment law. She spoke about part-time working, pregnancy issues, promotion, career development, the menopause and fitness testing. She gave good examples of cases she had dealt with. I really enjoyed her input. She is also very passionate about what she does and is very keen to help.

All in all, this was a great break-out session and a nice one for Sam to end on. There are still a lot of struggles for women in the job, but we have come a long way, there is good support from the Federation and its team both locally and nationally.

I was really happy that I attended this session as I got a lot from it. I personally have not suffered with most of the issues mentioned, but lots of female colleagues have and still do. It's worthwhile to be alive to all of these issues and be prepared for when a colleague needs assistance.

Women in Policing Award

By **Kim Owen**, North Wales Police Federation representative

PC Tina Newman of Avon and Somerset received this award for her work in helping women trapped in street sex work and helping to change attitudes towards sex workers. She has worked with community groups in the Bristol area, building trust and engaging with women involved in sex work.

I was unaware of the introduction of independent sexual violence advisers, until details about this work were outlined in the introduction to this award being presented.

It is clear that PC Newman deserved to win this award as she has clearly gone above and beyond what would have been expected of her, with her dedication towards organising operations to tackle sex work issues and training colleagues and other agencies to ensure people have a better understanding of sex workers. She has been a key in getting her force to recognise the vulnerability of sex workers and the fact that they are actually victims and not offenders.

She is clearly dedicated to her work and no doubt is an amazing support for the



Sam Roberts, regional Federation rep, Holly Lynch MP and Tina Newman with the Women in Policing Award.

females who she supports and encourages.

I think this approach would benefit other areas where sex work, both on and off the street, is an issue. Although in North Wales cases are very rarely reported, we are aware that we do have exploitation of females for sex work and giving any female a voice and reassurance to speak up has got to always be a priority. We need to always ensure that any support that can be offered is offered to victims

Sadly, I found the presentation too short and it felt rushed.

Looking ahead

The future of the Police Federation of England and Wales (PFEW) is all about becoming a responsive organisation for members, with democracy and governance at its core, general secretary Andy Fittes said in what was his last speech at a Federation annual conference due to his forthcoming retirement.

In the speech, which earned him a standing ovation, he gave the Annual Value Report which replaced the AGM. Describing a year of managing positive change, he said the aim was to improve processes so that Federation representatives have more time to spend with members, and there is more money to spend on services for members.

Current electoral reform of the Federation is helping to drive the organisation forwards, he added. The initial electoral focus has been on addressing inequalities in gender and BME representation, but in response to a question on LGBT and disabled representation, Andy confirmed these too would be addressed.

He explained: "We have a legal obligation to become more representative. We have made a good start, but we need to keep doing more."

The electoral change process will be completed in September with the selection of his own successor.

He concluded that with new rules and regulations now in place, the spotlight is shifting to Governance and how the Branch Board Service Centre (BBSC) activities develop.

The treasurer

Tim Packham revealed the hard work of the BBSC to help drive efficiencies in costs and processes means a predicted £9 million budget deficit this year was on track now to be much less - around £5 million - with next year's deficit likely to be cut further to £1 million.

The advisor

Jim McAuslin outlined the remit for the PFEW Advisory Group as a 'critical friend' to look at the work of the PFEW and to offer advice.

Our reps' views

This was definitely one of the most positive conferences that I have attended in the last six years and there was a good atmosphere throughout. Overall, a great two days and feeling positive for the next year moving forward. **Kim Owen**

This was only my third conference, and my first under the new structure, but it was by far the best. Most sessions were excellent and relevant and it all seemed more focussed. **Nick Hawe**

This year's conference was more compact and better over the two days. Content was relevant and appropriate. **Mick Laidlaw**

North Wales election results

Elections have been held in most branches of the Police Federation of England and Wales following the introduction of new regulations at the end of last year.

The successful North Wales Police Federation candidates are all listed below and have given a brief background to their careers, both within the Force and the Federation. Working across the Federated ranks, they should be your first port of call for any enquiries you have. The workplace representatives form the North Wales Police Federation Branch Council. A small group of reps make up the executive, the Branch Board.

Elections will now be held for national positions.

EAST

Jonathan Ashton

I'm a Mold response officer with 26 years plus service, I'm a Taser operative and still on PSU. I have been a Fed rep for more than five years and plan to continue in the role until I retire. I have a keen interest in misconduct matters/UPP performance and so on and am due to embark on an advocacy course which specialises in misconduct hearings. I am keen to support colleagues in all matters and am a firm believer in promoting welfare and wellbeing issues.



Nicky Collins

I have been a Federation rep for 18 months and have represented a number of officers with various issues, including grievance procedure and misconduct. I have also provided advice on issues including over-time payments, cancelled rest days and sick leave. I have attended the initial reps' course, the performance and misconduct course and the equality and diversity course at Federation House. I have more than 21 years' policing experience across a wide range of departments at both constable and sergeant rank.



Having been subject to various complaints, I know how stressful the process is on you and how confusing the process can appear, not to mention the amount of time they take to get resolved. I became a Fed rep so that I can support you through this process, signpost you to other support agencies and fight for a fair and proportionate outcome. I also want to ensure that on a daily basis you get the correct information in relation to shift changes, TOIL entitlements, maternity leave and so on.

Gary Edwards

I'm currently working in CID in HMP Berwyn. I have previously worked on response in South Flintshire and neighbourhood policing in Wrexham. I have also working in pro-active policing. I have been a police officer for 14 years and have always taken an active interest in officer issues such as pay and conditions.



Tony Edwards

I am glad to have been re-elected. Working on the alliance armed policing unit, I feel that it is important for such a specialist department to have a Fed rep who understands the role, needs and issues within the firearms world and also the alliance dog section. Having recently re-accredited in Post-Incident Procedures. I feel that I am best placed to represent the needs and concerns from these specialist departments in the event of any PIP.



I thank everyone who voted for me allowing me to continue looking after their welfare needs and concerns.

Ceri Hawe

I am approaching 25 years' service this summer and this will be my fifth year as a Federation representative. I am really pleased to be staying and I am looking forward to whatever challenges come my way with regard to representing colleagues. I am trained in misconduct, health and safety and Post-Incident Procedures. I am currently working as the MRU inspector within the control room, having previously worked as a FIM and district inspector. This is an exciting time for NWP Federation as we look to further professionalise our ways of operating across the Force to give a better service to our members.



Nick Hawe

I am delighted to have been re-elected so that I can continue to represent and support officers. I have nearly seven years' experience in the role and I look forward to building on that, while ensuring that officers are treated fairly and supported through difficult times.



Mark Jones

Having been a Fed rep for a few years now, and moving into Federation role full-time, I am very passionate about officer welfare, standing up for what is right and highlighting where things have gone wrong for remedy. I am vocal and will not shy away from challenging where needed, always having our colleagues benefit at the forefront. Many know that I am partial to a Starbucks (or two), particularly the cinnamon swirls, for future reference only!



Paul Jones

programme, and was previously head of IST and MRU, prior to that I was senior FIM. My previous roles include custody manager, offender management inspector, district inspector, Eastern Division performance manager, CBM sergeant, response sergeant and custody sergeant, CBM and patrol officer. I am an accredited tactical firearms commander and have completed the College of Policing senior leadership programme.

My private life revolves around my family and my hobbies include, kung fu, five-a-side football, cooking and learning Italian. Married with two young sons, I live in Wrexham where I occasionally watch the town's football club miss out on promotion on a regularly.



Vicky Knight

I am a DC, currently stationed at CID in the main office in St Asaph. Since transferring to North Wales Police, I have worked in a variety of roles primarily within the remit of CID. For those who know me you will be aware that I have never been afraid to stand up and voice our concerns in relation to any unfairness or mistreatment, no matter what the rank or position of the person in question. I am your voice.

I firmly believe that I have been elected to represent you and to put your concerns and grievances forward to the powers to be in a constructive manner and to negotiate on your behalf resolutions of any issues. In these times of austerity, it is important that the



people making the difficult decisions do so within the boundaries of police regulations and that welfare is considered, unfairness is highlighted and dealt with, and breach of our regulations is correctly challenged. This is my commitment to you.

Mick Laidlaw

Having been in post as the Federation representative for Wrexham town, I have gained a wealth of experience in representing colleagues. I've completed training in a variety of matters including misconduct, PIP procedures and health and safety. I'm presently a response constable so I'm very aware of, and experience, the issues facing front-line officers.



Tony Latham

I joined NWP in 1990 and served 11 years as a PC in front-line roles. On promotion, I remained on response and SNT until moving to custody for more than three years. I spent 10 years as an AFO including ARV, teams and MOE trained. I'm a former PSU sergeant and serial commander. I've been temp inspector in several roles including district, patrol and custody. I'm now working in the MRU and have taken over the support sergeant role. I'm a critical incident de-briefer, mental health peer supporter and Bluelight Champion. I'm trained in PIP and health and safety, and I'm the current Federation custody lead for North Wales. I'm due to attend the Federation conduct and performance course in September.



Alun Oldfield

I joined NWP in 1993 and the majority of my service has been within the CID environment. As is frequently seen, I joined the Federation to stand up for officers' rights as I have first-hand knowledge of the impact that day to day policing can have on us all. I joined the PFEW just over a year ago and under the old process was responsible for representing the detective inspectors and chief inspectors but clearly I am here to represent everyone now regardless of rank.



Angela Seymour

I'm delighted to have been elected, and want to thank all those that voted for me. I know this is going to be a steep learning curve for me and I'm looking forward to the challenges I face and getting out there and helping colleagues. I want to make a difference for the people I work with and contribute to the Federation on things that really matter to officers.



WEST

Essi Ahari

I am an inspector (response) in Western Division. With a long service history, I have had the privilege to work in many divisions (Western, OSD, HQ and Central). I have witnessed many changes and anticipate many more. I have been a Federation rep for well over two years. I am more than happy to assist you irrespective of your rank and division.



Trystan Bevan

Having been a Fed rep for two years, I am happy to say this is a role I thoroughly enjoy. Being able to help members and give sound advice when required as well as being there as a fellow officer is an important role and one I hope to do well during my term. I hope that you will see me as a person you can approach and confide in when you need that help or advice.



Jason Higgins

I have been a police officer for 27 years and first served in Thames Valley Police for four years before transferring to North Wales Police. I have been a Federation rep for the last four years. I see my role as a Federation rep to offer support to any members being subjected to unfair treatment whether that comes from within or outside the service.



Rob Jones

Since joining North Wales Police in 2004, I have been stationed in the West Conwy area of Central covering response in Llandudno, Conwy and now Colwyn Bay. I'm looking forward to the challenge of being a Federation rep.



Leigh McCann

I joined North Wales Police in 2009. I was stationed at Bangor as a response officer until 2013 when I joined the roads police unit, stationed at Llandygai and providing primary cover to the Western and Central areas of the Force. I became the roads policing Federation representative in December 2017.



Simon Newport

I have 23 years' service, most of which has been spent as a uniformed response officer. I'm currently part of the prisoner interview team in St Asaph. I'm married with three grown-up children and, thanks to previous military service, I will be retiring in 2020.



Elizabeth Owen

For those who don't know me, I have 17 years' experience as a constable. I completed my probation in Holyhead, then moved on to Bangor for two years before moving onto the Force Control Room working on the IST department and as a communication operator. I'm now based in Caernarfon Police Station.



I've been a Fed rep since 2016 and attended my initial reps' course in Leatherhead in December that year. I had only been in post for a few weeks when I realised just how much work the Federation does for its members in Force and the national issues that affect us from pay and conditions through to disciplines and officer support. I look forward to continuing to represent you.

Kim Owen

I am currently a response sergeant based in Bangor and have 20 years' service, having worked in both Central and Western. I have been a Federation representative for the last six years and I continue to thoroughly enjoy the challenging and rewarding role of supporting and representing our members which it brings.



I am currently the vice-chair and equality lead for NWP Federation. Over the past six years I have represented officers for misconduct cases, grievances at employment tribunals and general welfare support. I am trained in misconduct, equality and health and safety.

Gerallt Williams

I joined North Wales Police in 2009 and was stationed at many locations across Gwynedd and Anglesey as a response officer. I remained in this position until April 2016 when I joined the roads policing unit at Llandegai providing global cover for the Force. I became a Federation representative in March 2018 and I look forward to the challenges ahead.



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Right royal recognition

North Wales PC Dewi Owen attended Buckingham Palace at the end of May in recognition of his work as a school community police Officer.

PC Owen is based in the Western Area of the Force covering Dwyfor and South Arfon where he works with a total of 36 schools. His role involves delivering preventative and safeguarding education to school pupils aged 5 - 16 and covering a number of topic areas including drug and substance misuse, social behaviour in the community and personal safety as part of the All Wales School Liaison Core Programme.

The aim of these inputs is to safeguard youngsters and prevent harm while reducing crime and disorder among youngsters through preventative education.

PC Owen said: "I had a wonderful time on a sunny and warm afternoon and it was a great experience to see Her Majesty The Queen and His Royal Highness The Duke of Cambridge on the lawn in the palace garden. I was also quite surprised when Metropolitan Police Commissioner Cressida Dick walked over to introduce herself and shake my hand and she was very interested to hear about the work that officers do in schools across North Wales. It was definitely a day to remember.

"It was an honour to represent North Wales Police and the All Wales School Liaison Programme at Buckingham Palace. Important prevent and safeguarding work

by police officers happens throughout North Wales schools on a daily basis and last year alone the North Wales Police school community police officer team delivered crime prevention and safeguarding sessions to a total audience of 176,447 pupils via lessons, assemblies and safeguarding sessions.

"There is therefore no doubt that this work carried out by North Wales police officers is having a positive impact upon the lives of a significant number of youngsters in our area."

PC Owen has also regularly worked in partnership with the North Wales Police Cyber-Crime Team as well as external agencies such as the NSPCC to arrange events giving advice and guidance to parents and guardians about how to keep their children safe online.

These sessions supplement the internet safety lessons delivered to the pupils at schools ensuring that parents and guardians are also aware of the latest threats that social media and messaging apps can bring in order to make sure their children stay safe online.

PC Owen received a High Sheriff Personal Award from the High Sheriff of Gwynedd, Professor Sian Hope OBE, at The High Sheriff's Annual 'Crimebeat' Awards Ceremony at Bangor University in March 2018. The award recognised his vital work with schools in his area.



As further acknowledgment of his work, having been nominated by Prof Hope, PC Owen received an invitation from The Lord Chamberlain on behalf of Her Majesty the Queen to attend Buckingham Palace for the garden party.

Maternity pay

The Police Federation of England and Wales has highlighted that some forces have been incorrectly starting an officer's Police Maternity Leave (PML) and Police Maternity Pay (PMP).

PML commences on the day the officer notifies the Force that she wants it to start. The Force cannot alter the date.

The problem has arisen in some forces when an officer has been absent within four weeks of her Expected Week of Childbirth (EWC) due to a pregnancy or childbirth-related absence. Such an absence automatically triggers Statutory Maternity Pay (SMP), which starts the day after any such absence, but should not automatically trigger PML and PMP. In fact, doing so will mean that the officer's period of leave will end earlier than planned and is also likely to lead to an under-payment.

The provisions governing PML and PMP are set out in Police Regulations 2003 and accompanying determinations, and there is

no arrangement within this for PML or PMP to start earlier than the date notified by the officer. The only exception is where the officer wishes to amend the date.

The issue centres around Statutory Maternity Leave (SML) and SMP. Officers are entitled to SMP but not to SML. The basis of the law for maternity benefits is the Social Security Contributions and Benefits Act 1992, which applies to police staff, which provide for the start date of an SMP period to change.

So, where an officer gives birth early or is absent due to a pregnancy or childbirth-related issue during the four-week period before her EWC, only he officer's SMP should be triggered. PML and PMP will start on the date that the officer has said she wishes it to start.

So how does it affect an officer in practice?

As an example, an officer has notified the Force that she intends working up to her expected date of birth but gives birth four

weeks earlier than expected. She should receive four weeks at the higher rate SMP (which is 90 per cent of average pay received during the qualifying period) followed by 18 weeks of PMP (which is full pay) and 17 weeks at lower SMP (which is currently £140.98).

If the Force had incorrectly brought forward the officer's PML she would have only received 18 weeks of PMP followed by 21 weeks at the lower rate SMP. The difference between the higher and lower rate SMP will mean that the officer has been underpaid.

So what next?

If the Force has changed the date of your maternity leave (and pay) without your consent it is likely that you will have been underpaid. Where this is the case contact the Federation office and we can assist you in ensuring that the Force makes arrangements to repay the money owed to you.

Mental health is just as important as physical health

By Sergeant Nicky Collins, Western Federation rep

The organisation is changing and beginning to understand mental health but still has a way to go before staff feel comfortable talking about it, and HR, supervisors and managers know how to support people and manage sickness absence as a result of mental health issues.

We still have officers who receive counselling via private providers rather than let work know as they feel it will hamper their promotion prospects and make them look weak and unable to cope with the pressures of the job. There are also those in specialist departments who won't speak about it as they are worried that they will be moved as they are not 'tough enough' or seen as not being suited to that role as they can't cope.

This is not healthy. It needs to change so that officers feel able to talk about how they feel, ask for help if they are not coping, and feel safe and able to do this without it having any detriment upon their career. There are also officers suffering with mental health issues who need to take time out to get well but refuse to have time off work as they are worried about sickness records, being put on action plans or UPP.

Mental health that has a substantial long-term adverse impact on the ability to carry out normal day to day activities can be classified as a disability and, as such, offers protection against unfair treatment under the Equality Act. Reasonable adjustments can be made and the Federation will support and advise you through this.

A form of mental illness is Post-Traumatic Stress Disorder (PTSD). This is a condition that affects officers due to incidents they are exposed to. It can be from just one incident where they are exposed to horrific and violent scenes, such

as fatal RTCs, murders and serious wounding. Or it can be as a result of a drip feed of dealing with distressing incidents over years and years, which include RTCs, assaults, murders, people in distress, victims of crime and dealing with people at the lowest point of their lives. These are dealt with by officers daily as they are sent to one job after another in the non-stop environment in which we work.

Those suffering with PTSD need the support and understanding of the Force and for this condition to be treated as an injury on duty to try to protect them from going to half pay if off work for more than six months. This should not be treated any differently to a physical injury where an officer breaks a bone or damages muscles and tendons in the execution of their duty.

In fact, mental illness can have a far more lasting effect and impact on a person than a physical injury. Federation reps can help anyone in this position and fight for the protection they deserve and ensure they are treated fairly.

Unfortunately, there are still people in the organisation who think we must get used to dealing with horrific incidents and they get easier the more you go to. Those people have obviously never been to such a scene and they should be grateful for that. They do not get easier, in fact, everyone takes its toll and will affect most of us in one way or another. We all need to be aware of this and look out for each other, along with supervisors, managers and HR personnel.

I remember going to one fatal RTC, and it wasn't until about two weeks later when I saw a photo of the deceased on the front page of my local paper, that I just started crying and felt incredibly sad. I had felt fine on the night, and myself and the team got on with our jobs. However, with no warning, I had that reaction a couple of weeks later.

If any of you feel like this, are having nightmares and reliving the incidents you have dealt with, having panic attacks at the thought of going to another death or struggling to cope with the pressures of work, you must seek help. This can be via the Occupational Health Unit (OHU), mental health peer supporters or your Fed reps who are all undergoing mental health support training.

- OHU will direct you to Caer Health Services which provides counselling. You contact the counselling team via phone and, following an initial phone assessment, they will discuss your requirements and will book further sessions dependent upon the outcome of the conversation.
- The mental health peer supporters' details are on the HR Share-point system. They will provide knowledge, experience and emotional or practical help to anyone who contacts them. Due to their own previous experience and or relevant knowledge, they can relate to those now in a similar position.
- Thanks to mental health support training, all Fed reps will be able to signpost people who require support, raise their awareness of mental health issues, support people and have knowledge of sickness absence due to mental health and the Equality Act 2010.
- RedArc, an independent nurse advice service that provides practical advice and emotional support for a wide range of conditions including mental health problems, work-related stress and muscular-skeletal problems is available for all serving officers. For more details visit <http://www.nwpolfed.org/new-service-for-all-subscribing-federation-members-and-group-insurance-scheme-members/>

Rob's hole in one helps him win annual comp

Retired North Wales Police staff and Penmaenmawr Golf Club member Robert (Rob) Williams not only had a 'hole in one' but also won the annual competition for the North Wales Police Central Divisional Trophy.

In addition, Rob, ex-traffic warden W74, was the first person to have his name on the trophy for a second time so congratulations to him.

Penmaenmawr Golf Club hosted the competition which was organised by club member and Force staff employee Warren Fellows assisted by fellow member Kevin H. Jones, who is also a retired Force employee.

The weather was kind and a fabulous day was had by all. All the players were very impressed with the course and hospitality and would like to thank Dai, the chef, secretary Anne, Dave and Sue for the hospitality, and Mark, Martin and Dafydd for the amazing condition of the course.

This is a long running competition and the organisers and players really look forward to returning to Penmaenmawr Golf Club next time.



Robert (Rob) Williams not only won the Central Divisional Trophy golf competition but also had a hole in one.

Seminar puts health and safety issues to the fore

By health and safety rep Tony Edwards

The first Police Federation of England and Wales (PFEW) Health and Safety Seminar of 2018 was held at the end of February. As usual, the three-day seminar had a full agenda, including presentations about force training, officer safety training, body armour and the trained blade user.

Day 1 consisted of a number of interesting discussions, the first being around the current fitness test and the retirement age of officers. Increasingly the fitness test is being seen as an age discrimination issue and, as a consequence, a legal case in the future seems likely. Failure of the test due to age is an increasing issue. The Civil Nuclear Constabulary advised that it has lost some officers due to failing the fitness test. Adrian Smiles, inspectors' national rep, advised that PFEW will look into this area further.

Vehicle weight limits were discussed, with Brian Jones from the Scottish Police Federation (SPF) giving a review of the vehicle kit for cars in respect of the weight being carried. The SPF has put out a control measure to advise no more than three people made up of a driver and two passengers. The BMW 3 series estate has an issue with the rear axle. It was stated that this model cannot be used to carry prisoners as this exceeds the manufacturer's guidelines.

It is considered there is a lack of due diligence from the Home Office as to what is fit for purpose.

Jayne Willetts, the Federation's national roads policing lead, advised that vehicles are being reviewed, in particular the removal of those vehicles which are not fit for policing (such as the Citroen and Alfa Romeo). Jayne will be meeting with fleet managers to discuss this further.

Concern was also expressed that vehicles are subjected to a safety test using top of the range tyres and then purchased by a police force that uses more economical tyres and the car performs differently. A lively discussion ensued with regards to a purpose-built police vehicle like the states have but unfortunately the UK police forces do not buy enough vehicles to warrant having a vehicle built to spec. This is very much on the operations policing agenda.

Custody staffing levels were discussed, in particular relating to officers who are not APP trained and to some forces where officers are not getting breaks. Concerns



were also raised about near miss reports, as these are only reported where the manager gives permission to do so.

Simon Kempton, the Federation's deputy treasurer, suggested that promotion of the PFEW App (which includes near miss reporting) would help to address this issue because a copy of the report goes directly to the H and S lead who is then legally obliged to follow it up. The local Federation health and safety lead also receives a copy. The message to pass back to members is to use the Force systems already in place and use the App as a back-up.

On Day 2 we had a number of very interesting presentations about Force training, officer safety training, body armour, the trained blade user, Technique Europe (about body heat control garments), the College of Policing about the Oscar Kilo project that every force has now signed up to, and Martin Lally from GMP Federation who gave a very moving account of the events on the night of the Manchester bombing of 22 May 2017.

I particularly enjoyed the trained blade user session, which was presented by Colonel Peter Mahoney and Krishna Godhania. Col Mahoney spoke about the use of concealable blades, highlighting the vulnerable areas of the human body in terms of vital organs and their location. Krishna then went on to talk about the timeline of blade attacks. He also highlighted the various ways in which knives can be concealed and how officers can protect themselves, together with stances to be aware of.

Day 3 saw various presentations, including Lyn Harris giving an update on the EU Withdrawal Bill 2017 - 2019 and its relevance to health and safety law. As the UK was instrumental in helping to write this bill, there is unlikely to be any change post Brexit, which is reassuring.

As ever, it was an interesting and worthwhile seminar which saw valuable discussion around some very challenging topics.

Home Office provides pensions calculator

The Home Office has launched a pensions calculator to help officers see an illustration of their projected pension benefits and plan for their future.

The launch follows lobbying of the police pension schemes' governance body, the Scheme Advisory Board by the Police Federation of England and Wales (PFEW).

The calculator, which went live in March, provides a consistent benefits statement regardless of which pensions administrator a force uses.

You can access the calculator at the Gov. UK website, where you can use the details in your annual pension statements to populate the calculator.

Andy Fittes, general secretary of PFEW, said: "We have been lobbying the Home Office to provide a calculator for some time now and we are pleased that it has now been issued. The calculator will provide assistance to members in making important decisions when planning for their financial future."

It will give officers an estimate of their pension at a chosen retirement age, based on the details they provide. There are guidance notes on the website that provide more details and limitations, and you are advised to seek independent financial advice before making any financial decisions.

The calculator is not designed for specific queries, such as ill-health retirement. If you have a pensions query that is not supported by the calculator please contact the Federation office.

www.gov.uk/government/publications/police-pensions-calculator

North Wales Prison Lock Up

Tenovus Cancer Care will be holding a Prison Lock Up to help raise funds for cancer patients and their families.

Are you brave enough to be one of our 'prisoners'? They will have their finger prints and mug shots taken, be given prison clothing to wear and have all home comforts taken from them, including their mobile phones!

It's taking place at Mold Police Station on Thursday 27 September. We're looking for courageous individuals to be locked up in cold, dark prison cell from 5pm until midnight. Contact FedAdmin@nthwales.pnn.police.uk for more details.



POLICE

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