



December 2014

YOUR VOICE



**Our brave officers win regional
award for first time ever**

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Cover caption: PC John Harrison (left) and Sergeant Gareth Davies at the National Police Bravery Awards. Photo courtesy of Anderson Photography.

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By Richard Eccles, Secretary, North Wales Police Federation

It scares me how quickly these editions of Your Voice come about and I had to pinch myself just to make sure that the dreaded Christmas season was upon us.

There is hopefully a really good range of features and articles in this edition setting out the great work being carried out by officers across North Wales on a daily basis.

The annual topical cartoon is set out in the centre pages and you will see that it reflects a festive theme with at least one or two "villains" in the cast.

Every year I am asked about the faces in the cartoon and every year I have to point out that they are fictional faces, any resemblance to real people is merely coincidental and always has been!

While working on the feature articles it did start to get harder to keep a balance as there were several articles setting out warnings or concerns for the future of policing locally and nationally.

It is fair to say that after years of budget cuts everybody seems to be withdrawing certain parts of their service. Lots of service providers seem to providing less service as a result of having less money.

That, sadly is where we start to feel the pain and pick up the risk, as a police service we never say "NO".

I appreciate that at times we look upwards waiting for senior officers to tell the public, Home Office or Government that we cannot cope, but in reality that

never happens.

Part of that comes from a knowledge that, however bad it gets, police officers will always pull out the stops to cover for other agencies that choose to clock off or work to rule.

That is not based upon our inability to strike, it is based on our underlying desire to serve the public.

We all know that ultimately when that ambulance diverts elsewhere you will run that casualty to the hospital. When the late Friday afternoon call comes in regarding a concern for safety you will not go home until you have sorted the problem.

That is what sets us apart from everyone else but that is sadly where the risks lie.

Every time that we get an Adverse Incident Report flagged up it generates a discussion with chief officers about how we can safeguard you and reduce those demands.

Your Federation and the chief officers recognise how difficult those incidents are for officers to deal with; we see the risks and difficulties for officers.

A casualty dying after "police contact" generates a lengthy, costly and worrying investigation, whereas a casualty dying outside of "police contact" rarely generates any attention, let alone an apology.

Officers trying their best and covering for others should not have their private and professional lives turned upside down in that way and certainly not be kept waiting for lengthy periods of time.

It will be interesting to see if the clamour from the IPCC through the Home Office for more resources will actually improve that position or simply add more resources to a body reviewing those doing their best with ever diminishing budgets.

My plea for you as the festive period looms is quite simple:

Look after yourself and your colleagues, whilst looking after the public.

When you finish picking up the pieces, which includes those left by other agencies, make sure that your notes are done and passed over to us to carry on fighting on your behalf for a fair share of the resources.

Stay safe..

Brave North Wales officers win regional award

The 19th Police Federation National Bravery Awards, hosted in partnership with Police Mutual, took place on 16 October. This annual event honours police officers across England and Wales for their outstanding and courageous actions to tackle criminals and keep the public safe.

North Wales Sergeant Gareth Davies and PC John Harrison were awarded the Welsh Regional Police Bravery Award at a ceremony in central London attended by the Home Secretary, Police Minister Mike Penning and Met Police Commissioner Sir Bernard Hogan-Howe, among other dignitaries.

They were presented with the award by Sir Hugh Orde, President of ACPO, and this was the first time in the history of the awards that officers from North Wales have scooped the regional award. On the day of the awards ceremony, both the North Wales officers joined 64 of their colleagues from 31 forces around the country for a reception at 10 Downing Street with Prime Minister David Cameron as a mark of recognition for their heroic acts.

John said: "I am in total shock. There are so many worthy people out there doing such a brave job. We are part of that as well, it's overwhelming."

Gareth said: "It was such a great experience and one my wife and I will remember for a very long time. To enter No 10 and meet the Prime Minister was a very special day and I am proud to have been one of the officers who were representing their forces for acts of bravery.

"The evening event was fabulous and to have won the regional award was a total surprise to me considering some of the other brave officers and their actions. I thoroughly enjoyed the whole experience and would recommend any officer who gets the opportunity to take it with both hands."

Richard Eccles, North Wales JBB Secretary, said: "I know that Gareth and John try to dismiss their actions as being all in a day's work, but I am sure that we all recognise the threat that they faced on that day and are all



Photo courtesy of Anderson Photography.

The brave officers with Sir Hugh Orde, President of ACPO (centre).

proud that they responded with such bravery and professionalism."

Just 24 hours before the Olympic torch arrived in Wrexham, Gareth and John demonstrated a fearless resolve, maintaining their composure to control the situation at the town's Guildhall on 29 May 2012.

At 10.12hrs on that Tuesday, the Force Control Room received a 999 call from council staff stating that a male had entered the Guildhall with a rucksack which he placed on the reception desk claiming it contained a bomb.

Gareth was in the area and attended where he observed about 40 members of staff who had evacuated the building congregating outside the premises. He recognised one woman as a receptionist at the offices and she was able to provide him with a description of the man. It was the view of the receptionist that he had left the building

At this stage the sergeant was joined by John, they both entered the building to locate the rucksack and to evacuate further staff members. They searched the reception area but could not find the rucksack.

Gareth then opened double doors which led off the reception area into a conference room. The doors opened towards him and he immediately noticed that a desk with a chair on top of the desk had been situated directly behind the doors as a form of barricade.

As he looked up he found himself looking down the barrel of a pistol. He then saw a man

standing behind the desk holding the pistol inches away from his face. As he muttered something, Gareth shouted at him: "Put that down, put your gun down." The man then turned and walked away into the room out of sight.

Both officers removed the barricade and entered the conference room. By this time, John had drawn his Taser. They saw that the man was standing about 10 feet away from the officers near a pillar in the room and that he was still holding the pistol down by his right side. John identified himself as being armed with Taser and activated the red dot positioned in the centre of the man's chest. Both officers shouted at him to drop the gun. At this point, he dropped the gun and, following instructions given to him by the officers, dropped to his knees and then lay on the floor.

John placed him in handcuffs. It was at this stage that both officers were able to identify the weapon as an air pistol.

As they led him out of the building, he shouted at the staff evacuated outside the building: "That's my Olympic torch" and "That's my 10 minutes of fame."

The rucksack carried in by the man was found in the conference room. EOD were called out and it was discovered to contain a wind-up light, a bottle of white spirit, a cord and a dagger. It was a 'dummy' explosive device.

As well as the obvious risk to the officers and members of the public, it is worthy of note that this incident took place as security was tight ahead of the arrival of the Olympic torch.

The brave officers' supervisor, Inspector Mark Williams, commented: "The swift action of the officers and the bravery they demonstrated has prevented a serious incident from becoming a critical incident. If a protracted siege type incident had taken place, the torch relay would no doubt have been diverted away from the area and many months of planning and hard work would have been wasted."

Stephen Mann, CEO of sponsors Police Mutual, said: "Every day, police officers across the country face incredibly difficult and dangerous situations, acting with real heroism to protect the lives of others. All of the officers nominated for an award have shown great dedication to their duty and remarkable courage.

"Police Mutual is honoured to continue our sponsorship of the Police Bravery Awards for the sixth consecutive year and we give our sincere thanks to the men and women who keep us all safe."

Darren lands Community Service Award



Dean being presented with his award by the Chief Constable Mark Polin.

On Friday 28 November North Wales Police Federation hosted the annual Community Service Awards at Soughton Hall Hotel, Northop.

The guests assembled to celebrate this year's awards included the Deputy Police and Crime Commissioner Julian Sandham, Chief Constable Mark Polin and local Assembly Member Mark Isherwood.

This year's worthy winner was DC Darren Dean from Crime Services who over several years has selflessly made an outstanding contribution at a local, regional and national level to the sport of judo.

After receiving his award from Mr Polin, Darren said: "It was very humbling to get the award and it was even better knowing that I had been nominated by a work colleague."

Richard Eccles, Secretary of North

Wales Police Federation, commented: "It was clear that Darren hit the mark in respect of an unselfish contribution to his local community, I hope that the award goes some way to helping him carry out more great work."

Darren started competing at the Deeside Judo Club aged 10. He has competed at a number of levels for the British Police and for Wales and Great Britain at under 21 level and senior/ masters level. Some of his achievements have included:

- **Level 3 British Judo Coaching Award in 2000**
- **Gold medal at the Masters Commonwealth Championship in Londonderry in 2006**
- **Bronze medal in the World Masters in 2010 in Montreal in 2010**
- **6th Dan in judo 2013**

- **The Police Sport UK National Award of Excellence in 2010.**

Darren is the Chair and senior coach at Deeside Judo Club which now has a strong membership of 45-50 members, which has built up over the years. The age ranges from under eights to over 18s.

He personally coaches all of these age groups taking three sessions every week and also coaches a senior class at Mold Judo club once a week for another 30 members. In addition to providing coaching at the clubs in Deeside and Mold, he supervises a total of eight other coaches at these venues.

Darren has secured funding of £1,000 for new equipment for the Deeside club and provides first aid and child protection courses locally and for Welsh Judo.

He also organises regional masters sessions where another individual has recently become the European Champion and World Masters bronze medallist.

Darren gives over 20 hours of his personal time each week to Welsh Judo and has made a significant contribution to the strategy, governance and administration of the organisation.

His voluntary work incorporates the following;

- **Director for the Welsh Judo Association**
- **Technical Director for Welsh Judo**
- **Director of Examiners for Welsh Judo**
- **Member of the British Association Judo Council and the Promotions Commission for British Judo**
- **Member of the Coaching Commission for British Judo and National Source Group UK Coaching Certificate**
- **National Coach for Police Judo and Technical Commission**
- **Welsh Judo Team Manager for the Commonwealth Games 2014.**

In preparation for the games, he worked with Sport Wales and the Commonwealth Games Association on the team selection process, logistics, computerised entry systems and sourcing of kit with external manufacturers and suppliers.

In addition to being presented with his award, Darren received a cheque for £1,500 from North Wales Police for his efforts. He will be splitting this equally between Mold and Deeside Judo Clubs.

How long can this last?

**By Simon Newport
Chair, North Wales
Police Federation
Joint Branch Board**



**I have recently
attended two
awards evenings.**

**The first was the inaugural North Wales
Police and Crime Commissioner's awards
ceremony and the second was that of
the North Wales Police Chief Constable.**

As Chairman of the North Wales Police Federation I was an invited guest to the PCC's event which celebrated outstanding contributions made by outside organisations and members of the public who through their actions have made a positive impact to their local communities often without reward or remuneration.

I attended the Chief Constable's awards ceremony as I was a recipient of an award myself, however, that aside, again the evening was a celebration of achievement and outstanding acts of dedication all designed to improve the safety of our local communities therefore making North Wales a safer place to live.

While sat listening at both awards ceremonies it was clear that there are numerous good news stories out there that deserve better media focus. Sadly, the truth is that a good, honest news story doesn't sell newspapers.

On a policing side of things, it was apparent, listening to some of the citations read out at the Chief Constable's awards evening, that we as police officers have a great deal of good news to shout about and all too often we fail to get these stories told at a regional level never mind a national level.

Attending both awards evenings definitely left me with a sense of pride for simply being a part of an organisation

that attracts and employs people who strive to make a difference for others.

Regardless of the above, all too often we see media reports attacking the actions of the police service and blaming the police for all sorts of failings. While I agree there are occasions that we, as a national service, fail to deliver we are all too often happy to lambast ourselves publicly in the media arena.

At the same time that I was attending the two awards evenings, the national Police Federation released the results of a survey looking into the state of morale within the service.

A total of 32,606 officers completed the survey with over 5,000 stating they are planning on leaving the service. A total of 72.2 per cent stated that they would not recommend the career to others and 94 per cent of those who took part stated that their morale was low or very low.

The survey is damning regardless of whichever way you wish to spin it. After the Winsor reforms and the way police pensions have been changed, it's hardly surprising that the survey produced the results it did. On top of this, the constant reduction in police budgets is creating further strain on officers around the country.

Another survey, this time involving more than 4,000 detectives found that 61 per cent of them felt they could not provide the service that victims deserve, 81 per cent stated that they felt pressurised by their workload and a massive 90 per cent felt that the police service had deteriorated over the past three years.

Yet despite the above results my attendance at the awards ceremonies shows that police officers still produce outstanding work under immense pressure.

But how long will it last?

Police officers are often told that there are people queuing up to join the service and recruitment is not an issue. This may be true but, with officer numbers at a record 11-year low of just over 128,000 and with the recent released surveys, the service is reaching crisis point. If police officers leave the service you lose irreplaceable experience and in the numbers suggested this could be catastrophic in maintaining law and order within the UK.

Increased pressures, including home grown terrorism, child abuse cases and cyber-crime to name a few, will stretch the service further than ever before in the coming years.

As stated in the first few lines of my article there are officers and people out there who despite the results of recent surveys produce outstanding service to the public and I am sure that this is reciprocated nationally without doubt. So how long is it before these people decide enough is enough and seek alternative employment with better prospects with less stress?

To lose people like this would be unthinkable and would be to the detriment of society, which looks to the police service for protection and security.

The police service has taken a sustained media bashing now for several years, some deserved, most not and it's time to redress this and to inform the public just how valuable their police service is and just how close it is to collapse.

Senior officers, ACPO and politicians should be seen and heard standing up for the police when the occasion arises rather than reserving their appearance for negative responses.

I believe that we still have the best police service in the world but for how long? I wonder.

Ironically, on that note, all that remains is for me to wish you and your families a Merry Christmas and a safe and prosperous New Year.

“I believe that we still have the best police service in the world but for how long?”



Negative Press reporting affects police morale

By **Dave Thomas**
Chair, Constables'
Branch Board



I suggest that there is little doubt that morale in the police service as a whole has taken a real and sustained bashing since the coalition Government came to power in the last election.

All forces have had to contend with 20 per cent budget cuts in the interests of balancing the deficit in the UK. That has seen staff numbers cut and a major rethink of which areas are a priority and require staffing and those that can be reduced or cut back completely.

In addition, officers have faced pay freezes, increased pension contributions and changes to the pension schemes that they are in. I know there are people in the service now who feel the Police Federation has let them down and I suppose it is easy for me to say PFEW did its best for officers but that is little, if any, comfort to those of you who have lost out in the long term.

Looking back, the "Plebgate" incident did us no good at all, it rumbled on and on and was in the end a gift to the coalition, a lovely big stick which was used to beat the PFEW and the service with great affect.

The Home Secretary in her 2014 address to the Police Federation's national conference showed her true colours and feelings towards the service. I was there and what she had to say about officers, both past and present, was a complete and utter shock to those present.

A recent article shared on a well-known social media site gave an

interesting view of the recent attacks launched on the service, about historic events such as Hillsborough, Orgreave and the various failings reported in the South Yorkshire Police area involving child grooming, actually saying that in total it applied to about 100 officers only. We should remember that these politicians are skilled manipulators who will stir up trouble for others to detract from their own failings.

Negative press reporting isn't unique to us here in the UK. I carried out a very quick search on Google and there are pages of negative press on there in respect of NYPD, LAPD and so on and the same is reported about our colleagues in France, Germany, Spain and elsewhere. We have made, and will continue to make, mistakes; after all we are all human and have human frailties.

I balance what I see reported on the news channels, on social media and in papers, when I see one as I don't buy them, with just how many police programmes, reality or fiction, there are on television. If we were that unpopular would they produce so many of these shows?

Why did I join the police? I joined because it is a career like no other. In the years I have served to date, I have dealt with and seen things that

those who have never served in the police service probably cannot contemplate; people who are the most vulnerable, or at their lowest point in life or are really nasty and horrible and that gives me a feeling of great satisfaction and it should you as well.

So, my advice, try to let the comments of people such as the PM David Cameron and the Home Secretary Theresa May flow over you. We hold the Office of Constable, we serve the public and we do it rather well, don't we?

As the festive season fast approaches, I am writing this at the start of November, so the Christmas adverts are appearing and decorations are going up! Therefore I will take this opportunity of wishing you and your families all the very best for Christmas and the New Year.



Have you stopped buying a newspaper?

By Sam Roberts
Chair, Sergeants'
Branch Board



Well it's that time of year again... Christmas and New Year!

It comes round the same time every year and we are still changing people's shifts with very little notice. Work-life balance?

Were you aware that the Friday before Christmas, you know the one when everyone gets slightly tipsy and wants to play with us, well it's now known as Festive Friday. Not sure that is an appropriate way to describe it either!

Flexible working problems seem to be raising their ugly head again... Less officers, less opportunities should not be the Mantra. Maybe the College of Policing's

guide should be in certain people's Christmas stockings

What's wrong with me? Being negative, for those that know me, is very unusual. Maybe it's the fact that my daughter is taking part in her school play 'Scrooge' currently. It could be the knock-on effect of the constant bombardment of the police service that I see both locally and nationally in the media. Have you, like me, stopped buying a newspaper because you just can't bear to see the headlines? When will it stop? Let's hope that 2015 is a better year for the service.

On a more positive note I saw this today on a diary page for November:

"100 years since the first police woman went on duty." There is no doubt that in 100 years things have progressed for women but we still only make up a third of the service!

BME officers only make up four per cent of the service despite a national 14 per cent in our communities.

The police service still needs to make itself more attractive to those from our diverse communities. The 'brightest and the best' is what Mrs May and her team prefer. I would like people who are committed and can communicate at all levels, have common sense and value the job and their colleagues.

A short one from me this time. I have a lot to be thankful for and I would ask that you all have a look at what you have around you, family and friends. I hope that you all get to spend some quality time with them over the festive period and if you are working, stay safe and look after each other.

Merry Christmas and all the very best for 2015

Invaluable support offered to officers through the General Fund

Next time that you open up your payslip please check if you are subscribing to the General Fund.

Whatever the answer, you really need to know what that £2 deduction every month provides. It basically offers you the type of cover that I sincerely hope that you never need.

The only internal avenue for financial assistance for you as an officer is the North Wales Police General Fund.

The fund was established to provide in appropriate cases of need monetary loans and grants to its members.

It provides the following benefits:

- Interest free welfare loans
- Grants
- Death in service grants for serving officers, spouses and children
- Retirement grant
- Travelling expenses to and from convalescent homes

The fund is managed by a voluntary committee, which meets quarterly, comprising of officers of all ranks.

Officers requiring assistance are provided with an application form which is self-explanatory.

In the case of urgent applications, any

assistance can be authorised by the Executive Committee outside the formalised meetings.

When an application is heard by the committee the identity of the officer requiring support is protected at all times.

Loans and grants are provided for a variety of reasons and invariably the committee always looks to respond favourably to any application.

While always aiming to ensure that the Fund is used prudently there is a very genuine desire to assist officers at every opportunity.

The officers we are able to support are eternally grateful with a number being initially unaware that they were members of the fund until they contacted the Federation for assistance.

Hopefully, you will find that you pay your monthly donation into the fund and never have to call upon it for assistance, but you can rest assured that your donations are making a difference to the lives of colleagues and their families.

"Thank you so much for your help with this I am overwhelmed with the kindness shown to me which will help me gain some independence back."

"We have received your letter confirming the application for support was approved and we were both overwhelmed and humbled by the generosity shown to us. We have obviously suffered severe financial hardship and have had to cancel a number of plans that we had made as a family and the next few months are going to be extremely difficult. It is difficult to express how truly grateful we are for the support that you have shown our family but we would want you to know that we feel completely indebted to you for your kindness, support and consideration for which we will always be grateful."

If you are not a member of the General Fund I would implore you to give the matter serious consideration as it is a small price to pay for such outstanding benefits if the need arises.

All you need to do to join is e-mail SSF Payroll authorising a £2.00 deduction to the General Fund.

Should you need further information do not hesitate to speak with your local Federation representative or contact me at the Federation office.

Mel Jones.
Assistant JBB Secretary

I am looking forward to representing you

By Paul Anderson, new Central Sergeants' Representative



It is still a strange feeling when I tell myself I am the Conwy Sergeants' Federation representative. Being a Fed rep is something that I had never seriously considered doing until attending a very pleasant retirement lunch for the previous incumbent, Paul Williams.

The lunch was fairly unremarkable until Paul blurted out in his usual timid and unassuming way: 'Well, are you

going to take over from me then, Anderson?"

Sat opposite me was the also shy and retiring Sam Roberts, who has been known to express an opinion or two in this publication, and who unsurprisingly went on to sell the role to me with vigour. Both portrayed it in the most positive light. Three weeks later I was unanimously elected (as the sole candidate!)

The new rules meant that I didn't even need a proposer and seconder, so I now intend to prove that the lack of choice for representation of Conwy Sergeants this time around won't give them any less of a voice.

Paul did a great job with a quiet efficiency and I hope that I can live up to his standards. He was a colleague and a

friend, so I genuinely hope he has a long and happy retirement.

Looking ahead, I am excited by a role that not only represents staff but has a requirement for me to have regard for the efficiency of the Force. How we strike that balance is a challenge and at the same time an interesting proposition.

I have also already been struck by the contrast of being the investigating officer for a complaint then being approached for advice from the other side of the fence on the same day.

For those of you that don't know me I have worked in Central Division for 19 years intermittently changing between Patrol and NPT in both ranks. I have also done a stint as a Custody Sergeant and am presently happy as an NPT Sergeant in West Conwy. My main hobby is cricket and we are always looking for new members to play in the Force team!

I look forward to representing you and hope that you all feel happy to approach me once I have settled into the role and built up my knowledge and understanding to the necessary levels!

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Work-life balance is not going to get any better



**By Paul McKeown,
Chair of North Wales Police Federation
Inspectors' Branch Board**

I see that the College of Policing has finally announced the long-awaited shake-up of the police promotion process. From next year, police officers who want to become sergeants or inspectors will now have to undergo the National Police Promotion Framework (NPPF).

Under NPPF, officers will sit the OSPRE Part 1 exam on law while OSPRE Part 2 will be replaced by a local selection process to identify the best candidates at the next rank. If successful, they will be selected for temporary promotion and undergo a 12-month work-based assessment programme before any final promotion. Having seen a number of good coppers struggle with OSPRE 2 over the past 20 years, I can see why this will be a welcome relief to some.

I remember when the OSPRE system was introduced in the early '90s. It was

considered quite revolutionary then. Part 1 was similar to the old system and was basically an exam which tested an officer's knowledge of the law but Part 2 was totally new. This aimed to test the ability to manage a policing issue and manage people; or at least tried to.

At the time, I thought this was great as I had some supervisors in those days who merely seemed to be on the look-out for lapses in discipline. Rarely did they consider training or welfare issues as possible reasons for things going wrong. Part 2 now forced supervisors to consider these before going down the discipline route. My personal view was that this resulted in better supervisors.

With my experiences in mind, I now wonder how will it be ensured that the right people are being promoted? Where in the process will the ability to manage people be tested? I watch with interest.

Since my last article, it has been confirmed that patrol inspectors are going to have their numbers cut from 15 to 12.

Some patrol inspectors have told me that this decision has left them feeling undervalued. They think that the role is not understood. I have to agree with them. Apparently, we carry little workload and get paid more than other inspectors. It is true that we don't have the direct responsibilities that district and custody Inspectors have with regards to Force performance and, as we work at night, we do get the 10 per cent allowance.

But the fact is we do get involved with pushing performance. We have to oversee incidents reported to us by the public. Some of these are high risk; not just to the people involved but also to the organisation and our personal careers.

Patrol inspectors have to make some very fast-time difficult decisions. These often happen in the middle of the night.

It isn't an easy role. At present, with 15 we struggle to get time off and constantly have our shifts changed due to abstractions. The work-life balance isn't great. With 12, it is not going to get easier.

A suitable shift pattern is currently being sought. One suggestion to ensure resilience is to put all LPS uniform inspectors on a cadre system for nights. This used to work some years ago. But, with the serious decline in inspector numbers in the Force during the past few years, is such a system really feasible? Then we had 15 districts. Now we have 10, whose inspectors have had to take on the extra workload. Do they have capacity? I doubt it.

Whatever pattern is finally chosen it is going to be tough on all involved. I suspect that cutting inspector numbers to this level will on reflection prove to be a bad decision in the long run.

On the bright side, recently catching my eye was the report showing that mounted police apparently boost public trust.

It seems that the general public like to approach mounted officers to make a fuss of their horses before having a quick conversation with the officer. These interactions, says ACPO, translate into higher levels of trust and confidence in the areas where the mounted patrols take place.

The report goes on to point out, however, that the number of mounted units in Britain has fallen from 17 in 2012 to 12 in 2014, amid pressures on budgets.

Is it time North Wales Police re-invested in a couple of horses? I don't think that's going to happen. But perhaps going out on patrol with a furry friend would encourage similar interactions? I wonder what effect my Teacup Yorkie would have if I took her for some foot patrol on the streets of Rhyll?

Finally, I can't believe it's that time of year already. It doesn't seem that long ago since I was putting the decorations away in the loft for another year. Here we go again.

Can I just wish all of you a very merry Christmas and New Year?



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Working together to save money and front-line services

North Wales Police's T/ACC Simon Shaw introduces the Financial Savings Programme and how the Force is reaching out to those on the front-line.

As Chair of the Financial Savings Programme (FSP) Board I have the day-to-day management responsibilities for co-ordinating and delivering the financial savings required over the coming years. I am supported in this work by the Corporate Programme Office and business area leads from across the Force, all of whom sit on the FSP Programme Board.

A renewed effort is underway to cut costs while at the same time continuing to cut crime. By the time we reach the end of the current savings period in March 2018, we will have lost around 20 per cent of our budget. I don't underestimate the scale of the challenge nor do I suggest that we can deliver 'more with less' when the 'less' amounts to a fifth of our budget. But I am sure we can, and will, deliver the very best professional police service that is possible with the resources at our disposal. To fail to do so would be to fail the public we serve.

The FSP is ultimately directed by, and reports to, the Strategic Planning Board (SPB) which is chaired by the Chief Constable. The core function of the SPB is to direct and monitor the Force Savings Plan and associated work streams and projects. Here, senior managers aided by the Office of the Police and Crime Commissioner and staff association representatives meet to discuss, challenge and decide the way forward.

As communicated recently by the Chief Constable, the SPB met during September to consider 22 savings recommendations made by business area leads. In the main these were accepted for



T/ACC Simon Shaw.

further development and consultation with any affected staff.

Because of the reach of those 22 recommendations it is likely that the majority of the Force will see change during the coming months. Both the SPB and FSP are committed to ensuring that the impact on members of the Force and on service delivery is minimised. Furthermore, and in keeping with our organisational values, the dignity and respect of all affected will be a central consideration.

If the 22 recommendations are implemented in full, we will realise savings of around £9.5 million, leaving a £4.5 million gap. It has been necessary therefore, to identify new work streams to realise further savings in other areas.

“ I am sure we can, and will, deliver the very best professional police service that is possible with the resources at our disposal. ”

At present a further 18 work streams are being developed. One of those work streams is the Innovation Fund. This involves setting aside money to invest in your innovative ideas that will lead to ongoing savings and convert your smart ideas into reality. I am looking for ideas that are practical and will deliver cost savings over time. Whether your ideas involve no additional cost or require significant investment I want to hear them.

In the first four weeks since the launch, over 85 suggestions have been received and the response from both officers and staff has been tremendous. I am grateful to you for taking the time to consider how savings can be made. The majority of the suggestions can be grouped under the following headings:

- **Fuel and utility efficiencies**
- **Renewable energy**
- **Process improvements and system developments**
- **Greater use of technology in specialised fields**
- **Introduction of electric cars**
- **Mobile data.**

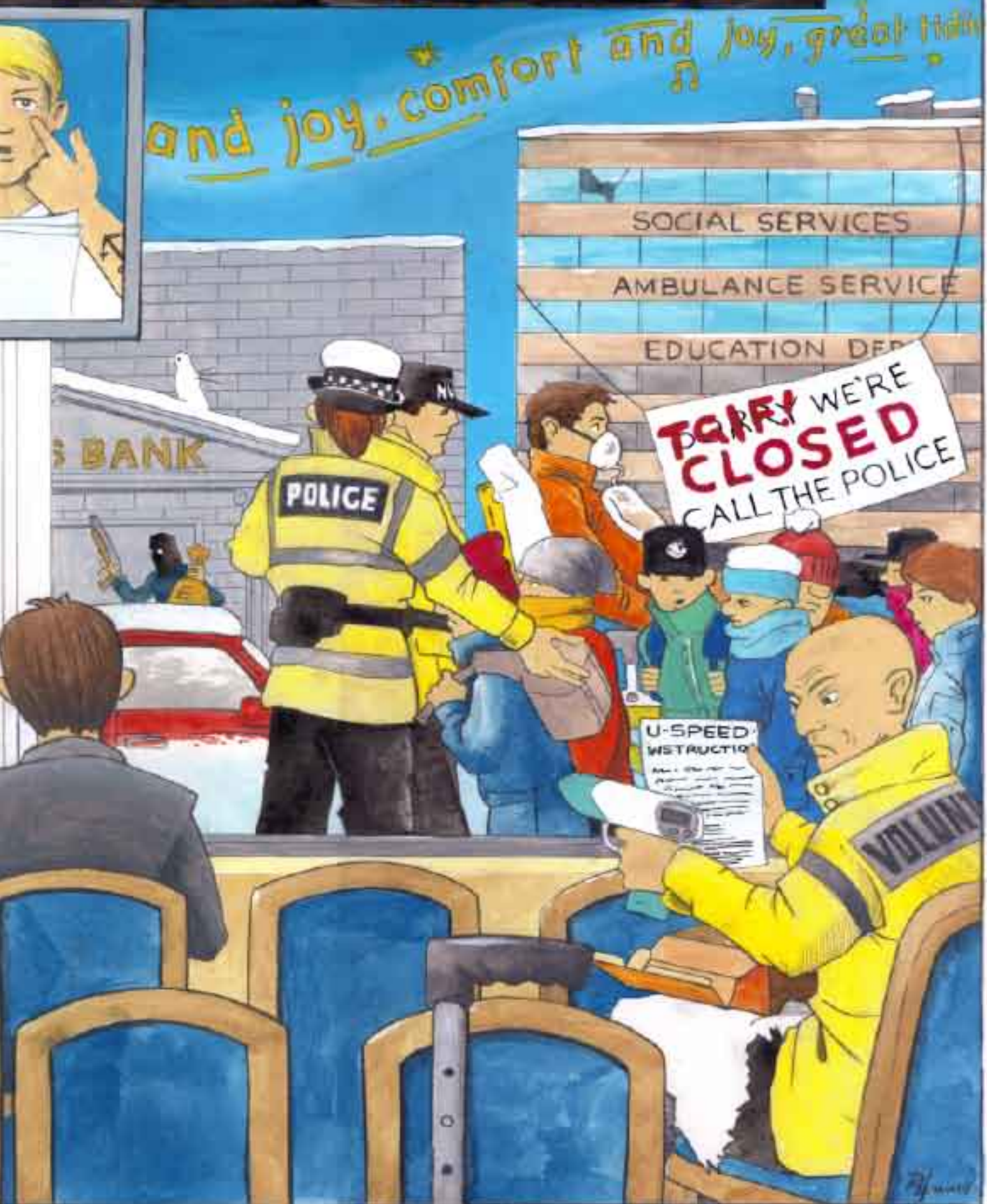
I have personally reviewed all the suggestions and we are now working with colleagues to further develop some of those ideas. As expected, the ideas to date confirm the notion that those who carry out the day to day tasks are the ones best placed to see opportunities to make savings. Please keep your ideas coming.



'MORE? There's no more

FRIDAY 4:16:45

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Awards first for PCC



Award-winners at the PCC's Awards Ceremony.

23 October 2014 marked the first North Wales Police Crime Commissioner's Community Awards Ceremony.

The event was the initiative of PCC Winston Roddick who felt that there was a need to recognise:

"Extraordinary commitment, hard work and dedication of unsung heroes quietly working hard, often over many years, to make a valuable contribution to our communities".

There was lengthy list of recipients for the awards and they were all equally deserving.

Police and Crime Commissioner's Gold Award – Warehouse Project

This project based in Wrexham was established in 2011 and delivers a training environment for young people to learn trades within the building or mechanical industries.

Much of the improvements at the project site have been completed by the youngsters and there are strong links between it and local youth justice systems to ensure that it affords opportunities to those most in need of support.

Reducing Harm Award – North Wales Women's Centre Rhyl

Recognition for its wide ranging support for more than 3,000 vulnerable females, including victims of crime, since 2001.

Third Sector Award – JIGSAW Services User Group

Supporting offenders through rehabilitation, including work with families across North Wales. At the time of the award, it had 125 members across North Wales.

Safer Community Award – Gwarchod Bermo CCTV Scheme

A great community initiative in Barmouth which has developed and funded local CCTV systems since 2005, leading to a 30 per cent decline in local crime in the last five years.

People's Award – Deanna Fisher

Deanna was nominated for her work as an active member of the above Gwarchod Bermo CCTV Scheme and her nomination included a comment from a member of her community which said: "She has almost single-handedly transformed our small town into probably the safest place to live in North Wales."

Equality and Diversity Award – WIRED Reducing Stigma Community Group

This award resulted from the work of a small group of disabled community members brought together by WIRED to raise awareness around the way disabled people are often treated on public transport.

After a successful poster campaign, in conjunction with Arriva Buses Wales, the

group is now exploring requests to extend the campaign to further combat hate crime.

Rehabilitation Award – Oyster Catcher Rhosneigr

Highlighting the success of a local business working to co-ordinate a cadet scheme for 16 to 25-year-olds supporting them to gain catering qualifications at Coleg Menai.

Individual Endeavour Award – Tony Ormond

Tony received his award for his voluntary work in the field of drug and alcohol recovery. Tony gives up a huge part of his own time to assist in awareness and fund-raising to help those who are struggling with addiction.

Partnership Award – MASH Pilot Project Wrexham

The award to the Multi-Agency Safeguarding Hub (MASH) was in recognition of the dedication and team-working of the staff from Wrexham County Borough Council, Betsi Cadwaladr University Health Board, Wales Probation and North Wales Police. The pilot was aimed at improving the service for victims, in many cases the very vulnerable, within the communities of Wrexham.

Young Person of the Year Award – Kimberley and Katrina Roberts

This award was collected by probably the most reluctant of all award winners on the night, Kimberley and Katrina Roberts, who were nominated for their work with local children at the Noddfa Community Centre where they were responsible for providing a positive place for local youngsters.

Good Neighbour Award – Joanne Hillman

Joanne was recognised for her voluntary work within the Llandudno Neighbourhood Watch Drop In Centre and additionally her work within her own neighbourhood providing support and advice to a range of community members.

The event clearly afforded the Force and the PCC the opportunity to recognise the endeavours of members of the public, many of whom had a massive positive impact upon the communities of North Wales.

Hopefully, this event will go from strength to strength and forge increased team working between North Wales Police and the community.

Outstanding officers honoured



The Fletcher Award for Bravery - PC Elwyn Williams and Sgt Iwan Owen being presented with their award by the Chief Constable.

By Richard Eccles, Secretary of North Wales Police Federation

November heralded the new format Force Awards Ceremony hosted by the Chief Constable at the Kinmel Manor Hotel, Abergele.

The evening was well supported by serving and retired staff as well as local Assembly Members, dignitaries and supporters of the Force.

Every award winner was introduced by an impressive nomination from the irrepressible Master of Ceremonies, Gerallt Williams.

The event really showcased the very great lengths that officers and staff go to in order to deliver an outstanding service to the community of North Wales.

The awards recognised every facet of policing from officers running into burning buildings through to colleagues nominated for carrying out their duties to an exceptional level.

The range of ages and service showed the enthusiasm that officers carry throughout their careers and equally it sets out that, even in difficult times, there are truly outstanding officers policing the communities of North Wales.

I hope that this event goes from strength to strength as it clearly showed



Mary Jordan Shield winner PC Gareth Jones and his dog, Mitch, are presented with their award by DCC Gareth Pritchard.

on the face of every winner just what it meant to be recognised by their colleagues.

Non Parry Neighbourhood Policing Initiative Cup

PCSO 2912 Catherine Griffiths-Hughes

Fletcher Award for Bravery

Sergeant 93 Iwan Owen
Constable 2863 Elwyn Williams

Leader of the Year Award

Sheila Price

Quality of Service Award

Inspector Karl Rathbone
Richard Stacey

The Detective Shield

Detective Constable 2951 Ian Millington

R.H. Ellis-Davies Rose Bowl

Special Constable 9428 Steffan Cooling

Mary Jordan Shield

Constable 1941 Gareth Jones and Mitch



Sgt Paul Hughes is being presented with his award by Ann Jones, Welsh Assembly Member.

UNISON Award

Debbie French

Team of the Year Award

Resource Management Unit

Arthur Rowlands Cup

Constable 3112 Liam Jones

Willie Fletcher Award For Skills At Arms

Sergeant 1919 Jim Platt

Donald Wayte Award

Christine Gunning

Welsh Learner of the Year

Sergeant 2485 Simon Morris

Welsh Champion of the Year

Claire Butterfield

Diversity Champion of the Year

Sergeant 2199 Paul Hughes

Tom Parry Jones Award for Innovation

Constable 998 Dave Abernethy-Clark
Adrian Brotherton

UNISON Police Community Support Officer of the Year Award

PCSO 2945 Paul Duggan

It matters...

By Inspector Andrew J. Williams

Over the last few weeks, you will have started to see posters arriving at places of work detailing the faces of our people in a variety of public interactions.

The theme of 'It matters...' is central to this and, over the next few months in particular, refreshed images depicting both police staff and officers in their day to day working environments will replace the current batch. So what's this all about and what matters?

The what: Taken as a whole, the 'It Matters' approach is simply about providing the public with a quality of service that gives them confidence in our ability to deliver for them, and makes our victims of crime satisfied with their experience of us (in whatever form that takes).

The why: Why are we being asked to behave in ways that the vast majority of us always do and always have? The truth is that perhaps without realising it, we're not necessarily always undertaking our interactions with the public in what's considered a manner that consistently encourages confidence.

That's not to say that we don't care and indeed evidence shows that when people first interact with the police and staff in North Wales, the view is generally very positive. The problem comes with subsequent interactions; especially with our victims of crime and it is this in particular that causes us a problem.

North Wales Police has a track record of consistently reducing crime, but this comes with a far less positive position around victims' satisfaction with being kept informed. When compared with the rest of England and Wales, we are literally propping up the pile from more or less the bottom; put simply, our victims of crime do not think we are good at keeping them informed and satisfaction with 'follow-up' is amongst



the lowest in the UK.

What we do know (or at least strongly suspect) is that addressing this single area of policing is likely to hugely improve overall satisfaction and confidence.

Now, some may wonder why satisfaction and confidence matters; at the end of the day the job of policing frequently puts us into conflict situations with the public, so perhaps these concepts are luxuries that would be nice to have, rather than essential? Does this ring true with you?

If so, I'll try to dispel that notion or at least provide some food for thought. In brief (and without the academic spiel, which would probably hit your 'switch off' button pretty quickly...), there is a strong worldwide evidence base that demonstrates clear and inextricable links between satisfaction, confidence, the public sense of legitimacy and our ability to reduce crime.

It is that simple. If people do not feel confident in the police, they are far less likely to talk to us, to provide information, to give intelligence, to give

witness testimony.

When you consider that the vast majority of crime detection comes from public initiated leads - and that too is a supported fact - then operating without the foundation stones of both satisfaction and confidence appears a pretty fruitless exercise does it not? At the very best, it makes our job a lot harder to do.

So, how do we increase satisfaction and confidence?

When you look at the posters, you will see reference to four key principles; respect, trust, voice (or listening) and fairness; these terms are deliberate and based on a whole host of academic research and evidence of what works in policing settings around the world.

I won't bore you with the details of this, but in essence the evidence strongly suggests that if these principles are truly incorporated into every interaction with the public, then their confidence and the sense of legitimacy is likely to increase... making our job far easier to do.

We have often fought with the assumption that reducing crime should equate to increased confidence; evidence shows this simply isn't the case, particularly in the UK.

What we are beginning to understand more is that the manner of the conversation (or indeed any interaction) is the key to increasing confidence and legitimacy, not the actual end result. Therefore if an arrest, a stop/search, or the updating of a victim for example is carried out in a manner that is perceived as fair, where the individual is allowed a voice, where they are treated with respect no matter what their background, and where our motives in carrying out the action are openly trustworthy; this is likely to hit the mark in terms of building overall confidence and satisfaction.

From here on in, the Force will be concentrating on the operation of these principles in our daily interactions to really start to build the quality of service so crucial to us as the police service. In the meantime, I invite you to have a think about these observations and encourage you to provide your views and ideas on how we improve in this area of policing.

Federation launches new style pre-retirement seminar



Chris Spillane presenting at the pre-retirement seminar.

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

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

To that end, the Federation, working in partnership with Spillane & Co Wealth Management, has introduced a new style two day pre-retirement seminar for police officers and police staff, the first of which was held on 10 and 11 November.

These two days enabled participants to consider aspects of life upon retirement and the kind of adjustments they might make after they retire. To help in this process, invited speakers led discussions on important topics on retirement-related themes.

The aim was to help people to plan more effectively and manage the key stages of the process. The programme also provided an opportunity to acquire useful insights into the challenges, as well as the new openings, facing those about to retire

The two days covered:

- **Preparing for the next stage of your life**
- **Adopting a different lifestyle and considering further employment**
- **Marketing yourself for the future**
- **A healthier retirement**
- **Your pension scheme**
- **Financial planning**
- **Investments**
- **State benefits**
- **Putting your affairs in order**
- **National Association of Retired Police Officers (NARPO)**
- **Dealing with your questions and concerns.**

To promote an informal atmosphere and encourage group discussion, numbers were limited to 36. Partners were also welcome to attend, subject to uptake.

The programme included presentations from guest speakers specialising in their own particular fields and there were opportunities to raise questions and concerns throughout the seminar.

The next Federation pre-retirement seminar is for any officer or member of staff who is considering retirement **between December 2014 and June 2016**. To secure a place please email FedAdmin@nthwales.pnn.police.uk

Federation Pre-retirement Seminars 2015

13 & 14 April
14 & 15 September
23 & 24 November

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Great news for GIS members - costs held but benefits increase

North Wales Police Federation has negotiated a fantastic deal for members of its Group Insurance Scheme (GIS) – extra benefits but no extra costs.

The scheme provides:

- **£110,000 of life insurance**
- **Up to £75,000 for permanent total disablement**
- **Legal expenses**
- **Critical illness**
- **Family worldwide travel insurance**
- **RAC family European breakdown cover.**

And all for just £17.10 a month – with the price guaranteed for three years.*

Under the new three-year contract with GIS providers Police Mutual, critical illness benefit under the scheme has been increased to £6,000 and the payable limits on the travel insurance under the personal baggage and cancellation sections have been boosted.

There are also new benefits on the personal accident policy:

- **Emergency dental treatment – dental treatment and prescription charges in connection with a dental injury up to a limit of £2,500.**
- **Convalescent benefit – a small benefit to help with the cost of attending one of the convalescent homes, Auchterader or Harrogate.**
- **Unsocial hours benefit - equal to 75 per cent of lost unsocial hourly rate during the period of absence – following an accident or sickness which entirely prevents a member engaging in their usual occupation.**
- **Childcare expenses – the policy will pay a maximum of £15 per hour to cover the cost of childcare if a member gets less than three days' notice of a change to a scheduled tour duty or rest day.**

Members of the GIS will also receive a £25 voucher for Forces Travel, which arranges discounted trips to destinations such as Disneyland Paris and Center Parcs.

And they will be entitled to one free membership of www.safety24.co.uk. The service provides identification and any personal/medication details to be passed to a hospital or emergency services in the event of an accident or medical emergency.

If you've got to the bottom of this article and you're not a member of the scheme, you must be asking yourself "why not?"

For further information please contact the Federation office on **01492 805400** or visit our website **www.nwpolfed.org**

This is a brief summary of cover, all cover is subject to the terms, conditions and exclusions contained within the policy wording.

*Subject to no increases in insurance premium tax

Laying of wreath at the Menin Gate

Inspector Paul Wycherley of Wrexham district is appealing for help to trace the family of a soldier killed in the First World War who has no known grave.

Paul laid a wreath at the Menin Gate in Ypres, Belgium, in memory of former police officer PC 8 Albert Jones who was based at Mold more than 100 years ago.

PC Jones joined the Grenadier Guards as Private 14610 to fight in the war, but was just 22 when he was killed in action at Ypres on 26 October 1914. His name is one of 50,000 British and Commonwealth names recorded on the Menin Gate monument which is for those killed but with no known grave.

This year sees the 100-year commemoration of the start of World War 1 in which millions of people died and millions more were injured.

Paul visited Belgium with a group of motorcyclists from the North Wales Motorcycle Club. He said: "We'd planned the trip to Belgium over eight months ago and I travelled out there as part of a group on a motorcycle trip.

"Over 100 police officers from North Wales went out to fight during the First World War but 14 never came back.

"I was very honoured to lay the wreath at the Menin Gate in front of 800 people, including the New Zealand Ambassador for Belgium. It was a very moving experience."

Paul is appealing for help and information to trace any relatives of Albert Jones.

He added: "We found his name straightaway on the memorial and put a cross and wreath there on behalf of North Wales Police to honour his memory. I would like to find PC Jones' family and show them photographs of his memory being honoured."

If anybody has information that could assist with the search for PC Albert Jones' family, or if you are a relative, please contact Paul at Wrexham Police Station on 101.



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ManVan Health Service - free to officers and staff

Another free health service was provided exclusively for police officers and staff during October and November.

The service, provided by North Wales Police Federation in collaboration with People Services, followed the success of the mobile health screening service during August.

The ManVan, a mobile unit operated by the Prostate Cancer Centre, aims to increase awareness of the importance of the early detection of prostate cancer.

Around 2,600 men are diagnosed with prostate or testicular cancer every year in Wales and the incidence of prostate cancer is 25 per cent higher in Wales than in the UK overall. As survival rates improve each year, there are even more men living with and beyond cancer.

The wider effects of diagnosis and treatment of prostate or testicular cancer can't always be met by current NHS services. Living with cancer can affect all areas of someone's life; from their finances and emotional wellbeing to their relationships. This is why the ManVan isn't just for men. It's also for their partners too, providing both one-to-one



and couples' counselling.

The ManVan visited police venues right across our Force area giving presentations about the services it offers as well as confidential appointments with staff, their partners and families.

The Chief Constable agreed that staff could attend the presentations and appointments in duty time.

What the staff said:

"The information and knowledge that

was provided was excellent."

"The comprehensive discussion was very informative."

"I have definitely increased my knowledge and understanding of the subject."

"The best thing about the ManVan was the professionalism and reassurance it provided."

Jason, who travels the country providing this service together with his health care professionals, said: *"The response has been fantastic and we have been very well received at all the North Wales Police venues."*

"One case in particular that stands out for me was the help and support we were able to provide to a member staff following a very recent diagnosis of prostate cancer of a family member."

"The family was so grateful for the services we were able to provide not just on the day but also for all the follow-up referral processes put in place."

Both the health screening service and the ManVan services have been so well received that the Federation is already making plans to hopefully arrange the same services for 2015.



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Fed issues 'target culture' warning



North Wales Police is among the best performing forces when it comes to recording crime, but Federation bosses are warning against a 'target culture'.

The *Crime-recording: making the victim count* report was the result of the most extensive investigation of its kind undertaken into crime data integrity by Her Majesty's Inspectorate of Constabulary (HMIC).

The Federation has been raising concerns over crime recording for some time, contributing to the House of Commons Public Administration Committee (PASC) report *Caught red-handed: why we can't count on police recorded crime statistics* published in April this year, and surveying the Federation's National Detectives' Forum.

North Wales Police Federation Secretary Richard Eccles says: "It is pleasing that the HMIC inspectors recognise that our officers have a 'clear understanding of the expected standards of behaviour and conduct around crime recording'.

"But, while accurate crime recording is important, it should also be acknowledged that it is just one aspect of policing. Failing to acknowledge this and using crime statistics as the benchmark of success for policing would, I fear, do a disservice to communities and policing."

Also commenting on the HMIC report, Paul Ford, the national Federation lead on crime recording issues, says: "We are concerned about the target culture, where officers are pressurised into hitting key quotas in relation to particular crimes, and how this is impacting on the service to victims.

"The way crime is recorded is haphazard across forces. We have been working with HMIC to look at this issue and have reiterated a need for accuracy and integrity in order for the public to trust the validity of the crime figures. We all have a responsibility not to misrepresent crime statistics."

The HMIC report looked at all 43 forces across England and Wales and found that

over 800,000 crimes reported to police have gone unrecorded each year – an under-recording of 19 per cent. The report shows the biggest issue lay with the recording of violence against the person and sexual offences – with under-recording rates standing at 33 per cent and 26 per cent.

Each Force inspection involved:

- **An examination of crime records for the period 1 November 2012 to 31 October 2013;**
- **A dip-sample of out-of-court disposals (cautions, Penalty Notices for Disorder (PND), cannabis warnings, community resolutions) and 'no crime' decisions for rape, robbery and violence;**
- **Visits to forces where inspectors assessed local crime recording arrangements under three headings: leadership and governance; systems and processes; and people and skills; and**
- **A peer review of audit findings by an NCRS expert from outside HMIC.**

Commenting on the national results, Her Majesty's Chief Inspector of Constabulary Tom Winsor said: "The first duty of the police is to protect the public and reduce crime. Failure properly to record crime is indefensible. This is not about numbers and dry statistics; it's about victims and the protection of the public."

How North Wales performed

HMIC examined 85 incident records and found that of the 78 crimes that should have been recorded 73 were, with three wrongly classified and 13 recorded outside the 72-hour limit allowed under the Home Office Counting Rules.

The inspectors reported: "The Force has a centralised crime recording unit through which we have estimated that the Force records approximately 33 per cent of its total recorded crime. Our inspection of this unit (a review of 18 calls from the public) found that of the 21 crimes that should have been recorded, all 21 were recorded correctly. This is an effective approach to crime recording for the Force."

The news was not so good when they looked at reports referred from other agencies to the Public Protection Unit (PPU) and they warn: "Of the 16 crimes that should have been recorded from these reports, one had been recorded. This level of under-recorded crime is a significant cause of concern, particularly as some of these relate to violence and sexual assault against vulnerable adults and children."

On managing and recording reports of rape, they said: "The Force does not have a specific policy to describe how to deal with reports of rape or which specifically deals with how reports of rape should be recorded on to the Force crime recording systems.

"However, whilst there is no specific policy, there is a good level of knowledge regarding this within the specialist rape investigation unit. Reality testing showed that local officers had a good knowledge of what was required in relation to such offences and that responsibility for recording was in the hands of the specialist officers who attended and dealt with the incident."

But they add: "Crimes of rape are mostly recorded accurately but not on every occasion. The Force is aware of this and work has been commissioned within the central PPU to examine incidents recorded as concern for safety."

They also say: "Chief officer communication in relation to accurate crime recording is consistent, clear and understood at senior manager level but is understood less well by operational officers and staff. Senior managers are encouraged to secure accurate crime recording and we did not find any evidence of performance pressure to under-record or record crimes incorrectly or in any way work outside the NCRS in respect of outcomes."

To see a full copy of the results go to: www.justiceinspectorates.gov.uk/hmic/publication/crime-data-integrity-force-reports/

Historic police station set for demolition



The Llandudno Police Station.

The police station in the Victorian town of Llandudno is soon to be demolished and replaced with a purpose-built building.

Sadly, it is no longer fit for purpose and the architects and engineers believe it is not cost-effective to invest in a structural change so recommended a new build on the same site.

Demolition will take place during March, April and May 2015 and the re-build will start in June 2015. The projected completion date is June or July 2016. During the planning and design stages of the new station there will be liaison with Mostyn Estates.

The patrol officers presently based there will be relocated to a temporary police station at Sector House, Argyll Road which is very close to the current station. This building is presently being made 'fit for use'.

The Training Unit will relocate to Force Headquarters to where the former High Tech Crime Unit was based in the accommodation block.

Inspector Ian Verberg, who was based at Llandudno and headed up the Conwy District until recently, said: "As one of the longest serving inspectors in recent

times with four years in the hot seat, I will always have fond memories of the feel of an old police station.

"I used to love showing off the two old day books from 1970 and 1936 to visitors in my office when times were much less complicated – though they even had detection rates in 1936 written down at the end of each month!"

Dedicated policing for Llandudno began in the 1850s when the Town Commissioners, the predecessors of Llandudno Town Council, appointed a Town Constable.



The new base for patrol officers at Sector House.

They built a lock-up in Ty Coch Road for him to incarcerate offenders. In 1857 the Caernarfonshire Constabulary was created and the commissioners in Llandudno hoped that they would be released from the burden of having to pay the constable his 18 shillings a week. However, it was not until 1874 that the Chief Constable relented and the town had its own sergeant and two constables.

In 1867 a new police station and lock-up was built in Vardre Lane, Llandudno but this building is now somewhat hemmed in by the hotels and shops along the parallel streets, Upper Mostyn Street and North Parade.

Later, in 1872, a magistrates' court was added. The nearby alley connecting Vardre Lane to Upper Mostyn Street is still called Court Lane. The building is now a private house but you can still see a barred cell window.

In 1915 the purpose-built police station in Oxford Road was opened and in 1961 was extended to become 'B' Divisional headquarters which was officially opened by Brigadier Sir William Wynne Finch MC JP. It later became a Divisional headquarters for the County of Conwy and housed a Custody Management Centre, a Crime Management Unit and, up until recently, a Training Department for new recruits.

At one time a chief superintendent, two superintendents, three chief inspectors, five inspectors, together with CID and uniform operational officers, were based at the DHQ. A County Court was also once housed within the building.

In the millennium year of 2000, following another Force restructure, the county divisions Conwy and Denbighshire were merged and Llandudno Police Station became a temporary DHQ for the Central Area.

In 2004 a new purpose-built Central DHQ at St Asaph was opened. Following 2004 the station became the base for the Conwy District which was headed by an inspector.



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**ANTHONY DUFFY,
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