

YOUR VOICE

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North Wales Police Federation



September 2015

Cuts have consequences

Representing • Negotiating • Influencing

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'We need to work together to protect our Force'



By Richard Eccles, Secretary, North Wales Police Federation

The Chief's recent update to us all regarding the financial challenge for policing in general and North Wales Police specifically made me reflect upon how we might cope as a Force moving forward.

The Chief set out a stark position for us locally within his comprehensive briefing message:

"In truth, we won't know the real scale of the budget reductions we will be required to manage until the announcement and that which you may have read in the press has been to a large degree speculation. That said, we know the Home Office is an unprotected department (unlike Health and Education for example) and chiefs have been told that the Home Office is working on the assumption that by 2020 they will have at their disposal only 50 per cent of the funds they had in 2010. The police service represents the largest slice of the Home Office budget and therefore it is a realistic assumption that we will bear the brunt of

any such reduction. Indeed, a further cut of between 25 and 40 per cent is being suggested, and you won't need me to tell you how this would represent a significant challenge for us (and other forces) to achieve in addition to that we have already saved and plan to save."

Having been heavily involved in the work to enable the Force to deal with the first set of reductions after the initial Comprehensive Spending Review (CSR), I do find it difficult to imagine how we can continue to operate a viable service in the face of a potential cut of 25 to 40 per cent for CSR2.

I cannot remember many occasions when I have agreed with the Home Secretary, but I am starting to worry about myself as I feel she has got one thing right.

When introducing Police and Crime Commissioners she was constantly stressing the importance of "local accountability" and the ability for local communities to have a voice in the shape and direction of policing.

That is wholly right, it is vital that our British/North Wales model of policing by consent continues to operate taking into account the views and wishes of our local public.

I am not convinced that the public of North Wales are ready and willing to accept such a huge cut to their local policing services budgets but, in reality, the options to secure other funding will be limited and rely upon the ongoing support of the PCC through precept bids.

So where does that leave us as NWP?

In my opinion, the biggest risk for us lies with rushing into any form of force merger, beyond collaborative working in certain areas.

Whatever the budgetary outcome over the next five years, the same budget pot

will remain, whether that is divided between 43 or three forces. There will be no more money, only greater expectation.

However we set off on that journey towards fewer forces, it will undoubtedly result in huge costs to secure the new force crest, mission statement and logo on every bit of kit and estate.

It will also, I am sure, result in the employment or retention of a raft of "change managers" to oversee the "transition" and I doubt it will result in one more operational officer or vehicle.

My experience of most regional or national arrangements is that they very quickly lose contact with the area from which they came and any requests for support are often not addressed or receive a reduced response.

Ploughing resources into large-scale joint policing with other forces will undoubtedly mean that the officers left visible covering North Wales 24/7 will be far fewer in number and much more reliant upon distant support.

So the solution appears to be very much a case of building a plan to deliver our own local style of policing and keeping it local.

While we are not perfect as a Force, if we were I would be out of a job, we are by no means ready to be assigned to the scrap heap.

The threat to budgets means that we all need to take time to look at what we do and how we do it, identifying opportunities to reduce any unnecessary costs or demands,

I am hopeful that we will all have an opportunity to get involved in the work of Neill Anderson and his team in this area,



reaching a position where the chief officers agree on clear processes and priorities to reflect our reduced resources.

I am equally aware that as the budgets reduce we will have to work harder to avoid dropping our standards in respect of equipment, uniform and vehicles.

As a Force historically regarded as having some of the best provision in this area, we do have further to fall in this regard and I will be fighting to get the best we can for officers.

I accept that we all regularly throw out the challenge "What are we going to stop doing?"

In an operational context, we face an uphill struggle convincing the public that their priority incident is no longer classed as one of ours.

For years we have rushed around trying to cover every job, at times, even

those that should have been diverted to other agencies.

With reducing resources, we need to start explaining to the public and partner agencies exactly what we are funded and liable to deal with, thereafter leaving them to solve the non-police problems.

There is a growing acceptance within the service that #CutsHaveConsequences.

We need to now spell out what that means to the public and partners, so they realise the true extent of the budget cuts upon service delivery.

There is a dark cloud looming with CSR2, but there is also a huge opportunity for us to work together to protect our Force and to deliver the best that we can for our local communities.

I hope we can all do that rather than emerging as North West Police or Police Wales.

No legal challenge to new pension scheme

The Police Federation of England and Wales has announced it is not making a legal challenge following the introduction of the Career Average Re-Valued Earnings (CARE) Police Pension Scheme.

The decision comes after advice from leading counsel about the legality of the Government's changes.

The Federation's General Secretary, Andy Fittes, has stressed that all possible challenges have been considered, including:

- **Public law** - judicial review but, being

primary legislation, it is not subject to this;

- **European and human rights law** - in several recent cases the European Court of Human Rights has not been swayed by arguments that those on the public service have had to bear the brunt of economic reform;
- **Discrimination** - could these pension changes be age discrimination? However, the law states that age discrimination can be justified as a proportionate means to a legitimate end, and it is likely to be considered

as such in this instance.

"At this time, we will therefore not be challenging the introduction of the Police Pension Scheme 2015. However, we will continue to monitor how the scheme operates in practice and we maintain an open mind should circumstances change that give rise to a potential successful legal challenge," Andy explains.

- See Page 5 for more information on the Federation's stance.

Is it time for a fundamental re-think?



By Simon Newport
Chairman of North Wales Police Federation

Without doubt, the British police service is a 'can do' service. As I have said on many occasions previously, our police service is the best in the world and the envy of many countries.

That said, is it time for a fundamental re-think on how the police service works? I am asking this question due to the continuing budget reductions the service is going to face in the next five years.

North Wales Police is facing another £18.9 million worth of cuts in that time and I am sure these will further increase the stresses and demands placed on the service as it tries to ensure we are providing the best service we can to the communities of North Wales.

The situation could even become worse with a new Comprehensive Spending Review due to be set out by the Government on 25 November this year.

In light of the potentially crippling

budgetary constraints that many forces will be confronting in the very near future, is it time to examine the current set-up and ask whether it is fit for purpose?

I firmly believe the existing 43 police forces of England and Wales should consider regional amalgamations. The current system dates back to the Police Act 1964 and the boundaries it set out pretty much remain unchanged today.

In the 51 years that have passed since then, much has changed and, with better transport links and computer technology to name just a couple of developments, I believe the time has come to revisit this subject.

Reducing the number of forces would undoubtedly see better procurement deals being struck with suppliers. New regional police forces would require more uniformed purchasing and with larger orders come larger deals and discounts, that's just good old common business sense.

Larger regional police forces would also see amalgamations of office based jobs such as human resources and again this would lead to better, more efficient, slimmed down departments.

Let's take Wales as an example. I am alive to the fact that amalgamation of the four existing Welsh forces has been discussed previously and is very much on the political agenda at the Welsh Assembly Government.

While here in the north we have very little in common with our colleagues in the south with regard to crime and policing, it is inevitable that, due to the geography, Wales would or could form a regional or, in fact, a national all Wales Police Service.

Immediately, you would lose at least three of the four existing NPCC (National Police Chiefs' Council) posts and at least

three of the independent Police and Crime Commissioners plus their costs.

This may be a very simplistic view but, in the case of Wales, reducing it to one force rather than four would clearly bring massive savings in the long-term while not threatening to reduce officer numbers even further.

Personally, I would be happy to see an all Welsh police force provided politicians could give assurances that funding and officer numbers would be maintained or increased in the north of the country so that the public of North Wales still receive a first rate service.

The other question about Wales is whether policing should be devolved or set by national Government. That is a different argument and one I am aware is taking place.

So, would a fundamental review of the existing policing boundaries be advantageous? I certainly think so. To a point, it is already happening with many police forces across the country entering alliances and sharing their expertise and resources.

If it's made official - and while I totally get it could be controversial as it could see the loss of many back-line jobs - it could save untold amounts of money.

Taking amalgamations further, I am of the opinion that most towns across the country have a police station, an ambulance station and a fire station. Is it wrong to suggest that we close all the police and ambulance stations and move into the fire stations?

The fire stations would have to remain due to the storage of the appliances and so on but most have large redundant spaces within them. Move all emergency service staff in together with the associated IT equipment, then sell off their old estates and I guess you could save even more money.

While these ideas may raise a few eyebrows, I suggest them in the hope they will save money and prevent further drops in police officer numbers nationally.

Without fundamental reform, I suspect that sooner rather than later, chief constables around the country will struggle to fulfil their legal requirement to maintain law and order and the public will have to be re-educated as to what to expect from their police service as budget cuts continue.

Chair's blog on pensions

National Police Federation Chairman Steve White has published a blog giving his personal perspective on the decision not to make a legal challenge to the new pension scheme.

In the blog, which has been published on the website of the Police Federation of England and Wales (PFEW), Steve says the Federation will continue to review the situation and that if someone suggests an avenue to be explored it will do so but 'at the moment, it is simply not there'.

He explains: "There are thousands of officers who blame the PFEW for the policy of Government regarding pensions. I understand, but disagree. There are thousands who say we could have got better. I understand, but disagree.

There are some who paint a picture of definite success of a legal challenge if

enough money is spent. This I don't understand, and I don't agree."

And he continues: "But the challenge being presented is that there is a legal challenge based not on the introduction of the new scheme, but on the protections – full and tapered – that are provided to officers based on age and service length, and how those officers who do not fall into this category have been discriminated against by age, gender or race.

"If such a challenge is a success and proves discrimination the likelihood is not that officers will go back to their old pension scheme, but that the Government will instead strip police officers of any protection and effectively place those officers into the new CARE pension scheme. So then every police officer would be in the same pension

scheme removing any discrimination. Every other public sector worker with any protection would likely face the same too."

He admits he wishes there was an outside chance of a successful challenge but that 'giving it a go' would raise an expectation that was not there.

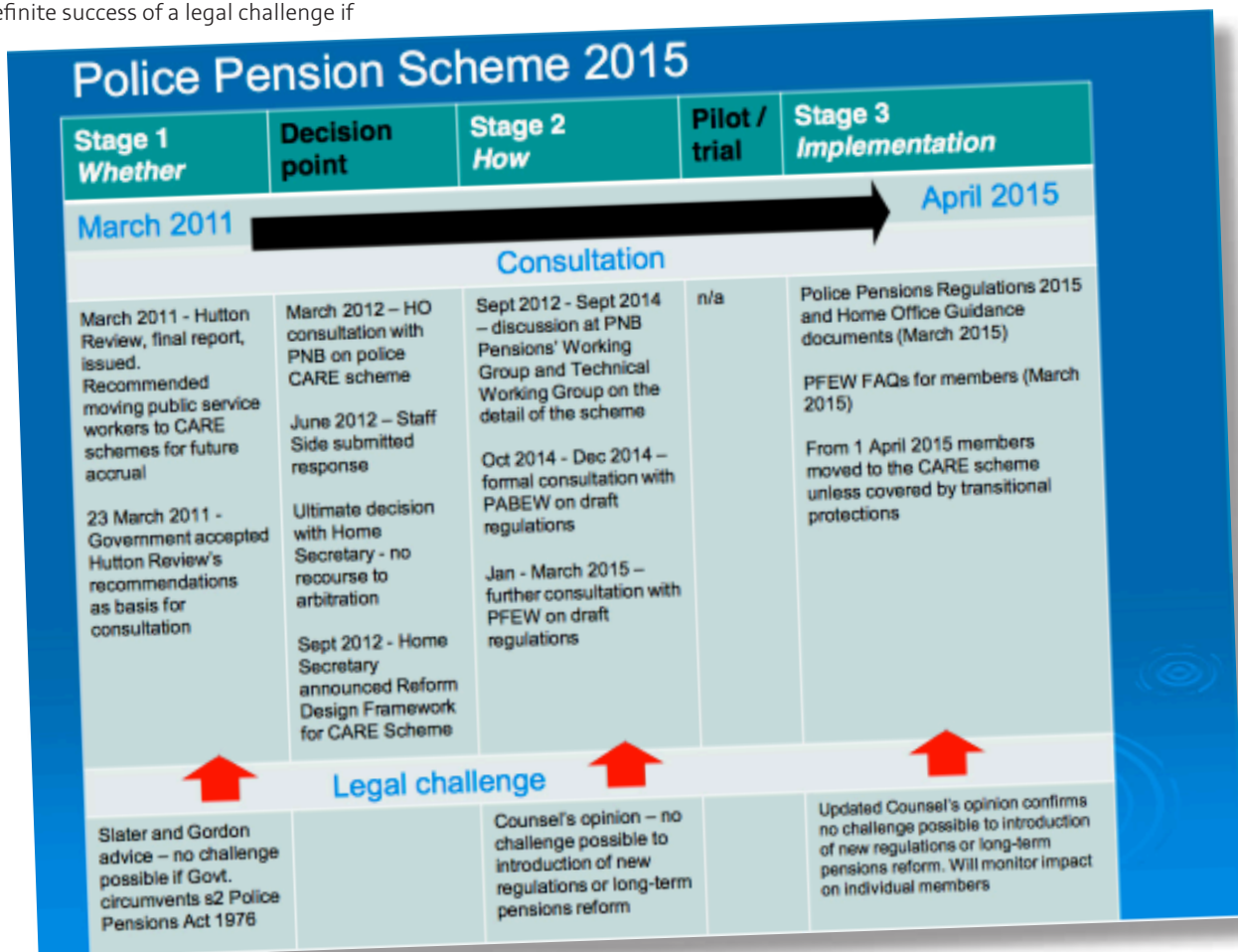
And the chairman accepts that all officers must take care of themselves and their families.

"Everyone's circumstances are different. But the PFEW has to make the best case to benefit the vast majority of its members. We are not all equal in pay or pensions, but changes to pensions could be made equal to everyone, but I absolutely guarantee that it would be equally bad, not equally good," Steve writes.

You can read the full blog on the national Police Federation website at polfed.org

- A number of frequently asked questions have been developed to help explain the steps taken by the Police Federation in considering the legal challenge.

The document also included the following table showing a timeline for the consideration of possible legal challenges and the steps taken. The FAQs can be read on the Police Federation's website at polfed.org



The table shows a timeline for the consideration of possible legal challenges.



Home Office publishes known data on officer assaults

A total of 70 North Wales Police officers were assaulted in the 12 months up to 31 March 2015, according to data published by the Home Office.

There has been concern about the rising number of assaults for some time but the Police Federation conference in May this year also heard there was no accurate record of officer assaults and therefore that any figures may be just the 'tip of the iceberg'.

The Home Office has stressed that these latest figures are not official statistics due to their known limitations including differences

in how the data is supplied by individual forces:

Self-reported data

This does not include assaults that officers do not report to their health and safety or HR teams. In some cases officers will choose not to report cases, as it is often not compulsory to do so. This is likely when cases do not involve injury, or where the assault

occurs as a result of an individual resisting arrest.

Not all forces provide this data in the same way. A small number provide data from their crime recording systems, which are likely to include cases where an officer did not report the assault to their HR or health and safety team. Therefore these forces will record higher numbers of assaults.

Police recorded crime data

Forces supply the number of cases of "assault without injury on a constable" to the Home Office as part of their recorded crime data. This only includes assaults where no injury was involved. It is not possible to separately identify cases involving officers from other cases of violence with injury.

Statistics for self-reported incidents were

NWPF pushing for action in Force

By Richard Eccles, North Wales Police Federation Secretary

Locally, your Federation representatives have already flagged up this area of work to chief officers and the Head of Local Policing Services.

They have been supportive of the need to assess our local approach to preventing or reducing assaults, but equally the need to support colleagues who are assaulted while carrying out their duties.

I have already compiled some recent local case studies which will be used to highlight how officers feel as victims within the Criminal Justice System.

Additionally, we have re-emphasised the need for good communication processes in the local policing areas to enable your representatives and managers to review assaults and injuries, alongside staffing levels to try to further reduce the risks.

Hopefully, I will be able to show you all the progress in this area over the coming months.

published by Her Majesty's Inspectorate of the Constabulary (HMIC) in its annual report until 2005/06. They were then published by the Home Office until 2009/10. But since then they have not been published due to concerns about the quality and comparability of the data.

The Home Office report says: "Most forces provide data on assaults from their human resources (HR) or health and safety systems. This is consistent with the Home Office guidance. However, some forces provided data from crime recording systems, and suggested that this provides a better measure of the total number of assaults.

"It is noticeable that for the small number of forces who have provided the data in this way (Hampshire, Warwickshire and West Mercia), the number of assaults is higher relative to other similarly sized forces. The HR and health and safety systems data are likely to be an underestimate of the number of assaults on police officers. Police forces have indicated that this is because of the self-reported nature of the data.

"In many cases officers may not report these assaults to their HR or health and safety colleagues, particularly where the assault is less severe and does not involve injury, or where it has taken place during someone resisting arrest. Although these cases are likely to be recorded as crimes, it is often not compulsory for officers to report them to their health and safety colleagues, and many do not do so."

Support for Hampshire model

Hampshire Police Federation chairman John Apter has taken his message on officer assaults to the National Police Chiefs' Council (NPCC) and says he received a positive response, found a willingness to embrace the work he has been leading and support for pushing the Home Office to collate credible assault police data.

John and the Hampshire Chief Constable Andy March presented an update on Hampshire's approach to recording officer assaults and supporting officers who are assaulted at the NPCC meeting in July. The presentation was a shortened version of the presentation at the Police Federation conference in May (see Federation magazine June).

John focussed on the unreliability of data on police assaults, the welfare provision in Hampshire and the Force's Seven-Point Plan (see below), which it is hoped will be adopted by other forces.

"Following the presentation there were a number of questions and a clear indication from the meeting that they fully endorsed and supported what we were doing," says John.

"A number of chiefs and the Met Commissioner did say that they would be making contact with their local Federations to start similar work in their own forces."

Assault on Police Officers
Investigation Standards: What we expect from you

A Seven-Point Plan

- 1. Assaults on police officers and police staff should be investigated with the same care, compassion and commitment as an assault on a member of the public.** This sounds obvious, but too often our response to assaults on officers and staff can be rushed or treated as secondary to other offences.
- 2. The Victim Code applies to all victims and therefore to assaults on police officers and staff.** Complying with the Victim Code means keeping the victim updated, discussing outcome options, and taking account of the victim's point of view before imposing an outcome. This is crucial because we know that we don't always get our response right, with assaulted officers and staff reporting dissatisfaction and even resentment.
- 3. The assaulted officer must never be the OIC for the investigation into their own assault.** This is not appropriate on any level and even taking statements from witnesses may be inappropriate. The integrity of the investigation and the impartiality of the officer could be called into question, which could undermine the case and/or heighten the impact on the victim.
- 4. Victims recover better and more quickly if they receive the right welfare and supervision.** This also helps to avoid long-term negative consequences. The assaulted person's supervisor should meet with them as soon as it is practical to do so. The victim may downplay the impact on them, but supervisors must recognise the potential effects of the incident.
- 5. The supervisor must ensure that the district commander is informed to provide continuity of welfare support.** The Police Federation or Unison can also provide valuable additional support to the victim.
- 6. The assaulted officer and the supervisor must complete the Accident Management System (AMS) report.** It will not always be possible for the victim to do this, in which case another person can complete the report.
- 7. To achieve a successful prosecution, the best evidence must be presented.** You should use Victim Personal Statements and whoever is investigating the assault needs to fully understand the "points to prove" for assaults on police officers or staff. An officer's self-written statements, provided straight after the events, could be made in haste and might not contain all of the key facts. As a result, cases sent for prosecution sometimes fail to meet basic evidential needs.

Andy Marsh
Andy Marsh, Chief Constable

John Apter
John Apter, Chairman Hampshire Police Federation

Romeo

Oscar

Whiskey

Lima

India

November

Sierra

Oscar

November

Sierra

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COPS remembers

North Wales Police representatives were among officers of all ranks and families of fallen officers gathered at the annual Care of Police Survivors (COPS) memorial day at the National Arboretum in Staffordshire on Sunday 26 July.

The Roll of Honour for the five police officers who died on duty during the last 12 months was read out by COPS' President Denis Gunn.

Those remembered this year were PC Neil Doyle, of Merseyside Police, PC David Arthur, Metropolitan, PC Jonathan Relph, Metropolitan, PC Kevin Stoodley, Avon and Somerset Constabulary, and PC Russ Wylie, Humberside Police.

There were also mentions of Daniel Woodall – a former Greater Manchester Police officer who was killed as a member of the Edmonton Police Service in June this year.

In the presence of their families, Timothy Mitchell, a Californian police officer, and Gregg Benner, a New Mexican police officer, were also remembered prior to a minute's silence.

Richard Eccles, Secretary of North Wales Police Federation, said: "The COPS service is a fitting reminder of the work of COPS, a charity that supports the families who are left behind when a police officer loses their life in the course of their duties."

Sir Keith Povey, Patron of the charity, said: "The primary objective of COPS is to help surviving families rebuild their shattered lives after the tragic loss of an officer in an on duty death.

"Whilst I know survivors value the bonds that are formed, I also know that you need to remain a member of the police family. And that is why it is so important to see so many of the force representatives here."

Are you up for Unity Tour?

More than 100 cyclists - police officers, staff and families - took part in the UK Police Unity Tour to the National Arboretum near Lichfield over the weekend, for the third year running – raising £75,000 for bereaved families.

Each cyclist wore a wristband with the name of the officer they were remembering, which after the ride was then passed on to that officer's family.

This year cyclists included a number from Wales. If you would like to take part in the Unity Tour next year, contact COPS via their website: <http://www.ukcops.org> The tour was also unanimously awarded the charity's Volunteer of the Year Award.

Home Secretary announces review of custody deaths

Home Secretary Theresa May has announced an independent review into deaths in or following police custody across England and Wales.

The news came after latest statistics showed there were 17 such deaths in 2014-2015, the highest total for five years. As in previous years, mental health and links to drugs or alcohol were common factors among many of those who died.

The review was welcomed by Richard Eccles, Secretary of North Wales Police Federation, who said: "Within the police service, we have been saying for some time that police cells should not be used as a place of safety for people with mental health concerns but they are simply because of a lack of suitable alternatives. The increase in deaths is clearly a cause for concern and we need to understand fully any underlying causes."

"I hope that any review will add equal or greater focus to any failures or inabilities in other agencies thus ensuring that, where appropriate, they step forward and accept their share of the work and at times risk. Too often I see officers put unnecessarily through the anxiety of lengthy investigations when they were simply acting in good faith to assist someone who everyone else had failed or ignored."

It was a point acknowledged by Mrs May when she announced the review, saying: "Police custody is a place where a number of dynamics meet. It is a place where dangerous and difficult criminals are rightly locked up. Where officers and staff regularly face violent, threatening and abusive behaviour, and where the police use some of their most sensitive and coercive powers.

"But it is also a place where all too often vulnerable people, often with mental health problems, are taken because there is no other place to go."

The review will consider events leading up to the death, the immediate aftermath and the way in which families are supported during subsequent inquiries.



30 years of policing

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



On Monday 7 September 2015, I will have completed 30 years of service in North Wales Police. When I sit and think about that, what shocks me most is one thing, how did those years pass by so quickly?

Many will say they remember that first day in the job, walking through the doors of Headquarters in Colwyn Bay, but for me it wasn't the first time through those doors.

My late father, Gwyn Thomas (Gwyn 75), had served in Denbighshire Constabulary, joining about 1948 or thereabouts, so policing was in my blood from the day I was born.

In fact, my mother also served as a police officer, her claim to fame being that she trained with World Snooker Champion Ray Reardon.

The first time I walked through the doors of Headquarters I was probably carrying furniture in there, helping out for something to do during my school holidays.

When I did join in 1985, the chairs I put together prior to the 1973 opening of the building were still being used in the front foyer area. That fire a few years ago, while the building was being modernised, wasn't the first time there had been a bit of a disaster there, the building was flooded on one occasion when the fire hoses, left open, pumped water through the place! Many hours were spent mopping out.

Still, back in 1985, I was there for a different reason. I was joining the police force and along with my new colleagues, including Ian Burns, Graham Jones and others, we started out on our careers.

After a week in HQ, it was off to Cwmbran to join Course 6/85 for 14 weeks of initial training. Tragically, we lost one of our North Wales contingent in the first few weeks and I often wonder how his career might have gone if things had been different that evening on the way back down to Cwmbran.

In the years I have been in, I have served across a lot of the Force area, starting in Rhyl where I completed my two years of probation, and then being lucky enough to gain a place on the Support Group there where I got a good grounding in policing skills working with some fantastic people, officers and staff.

Rhyl was still a very busy holiday resort back then and the summer months would see the promenade packed with tourists. Imagine my shock when, in August 1989, I was posted to the most northerly station in the Force at that time, Cemaes, Anglesey.

When my superintendent called me to his office in Rhyl Police Station and told me I was going to an "Outstation" (some of you might still remember them), he said there was a choice of three, Aberdaron, Newborough and Cemaes. My reply was along the lines of: "And where would they be?"

It was working there on my own for most of the time, that I honed my skills from Rhyl, setting me up for the rest of my service.

I have worked on Traffic, been a CBM, carried out training for PST and MOE and worked as a Beat Officer and on Investigation Team following the Project 2011 changes and now as an Appointments Officer in Gwynedd North.

In those 30 years, there seems to have been a continual change in how we work, what is expected of us and the equipment we get to do this job.

Our uniform has changed from blue shirts and ties to white shirts and ties, wool

trousers with truncheon pockets, handcuffs in a pouch on your trouser belt, tunics and long Gannex overcoats to black breathable op tops, cargo pants and boots, body armour, batons, speedcuffs, spray and Tasers.

Vehicles were Minis, stock saloon cars or vans with a little blue lamp and radio set. Now we have the purpose designed cell or caged vehicles of today with lights and sirens and comprehensive response driver training.

Most striking to me though is the pace at which the recent changes have hit the service, budgets have been slashed and will continue to be hit hard for the foreseeable future.

Officer and staff numbers are being cut, yet the expectations of the public remain high. It now seems that policing is expected to deal with all the woes of society. Clearly, as the next round of cuts bite deeper, our senior managers are going to have tell our partnership agencies that we can't absorb their failures to meet their targets!

What future policing will look like, we can only guess at.

Be proud of what you do, as hard as it might be, ignore all the negative press stories and comments, many of these are fuelled by those with another agenda hoping to detract from their own failings or with an axe to grind. Remember the vast majority of the public support us, don't let them down.

Would I do it all again? If I could go back to the early days of my service and work the way we did then? Yes, I would. If I had no knowledge of how we policed in the past, would I join? Yes, I would. There is no other job I can think of that offers the challenges being a police officer does.

When I do eventually retire, of course, I will miss being a part of "The Thin Blue Line".



It's the final countdown!

**By Sam Roberts
Chair, Sergeants'
Branch Board**

Well, this will be my last article as the Chair of the Sergeants' Branch Board as I am moving on and letting someone new take my place. But, more of that later...



How do you feel when you see another e-mail asking you to fill in a survey about this, that and the other? They come through thick and fast both in work and on your own personal e-mail accounts. Do you just hit the 'delete' button or, like me, do you actually take the time to fill them in and put your views across as best you can?

Surveys are there for a reason and sometimes they are the only way that we can get our thoughts, views and opinions across to those who shape our future whether that be on a national or Force level.

In this article, I want to discuss the Cultural Survey the Force undertook towards the end of last year. The results have been out for sometime but has anyone, other than those directed to examine them, actually taken the time to have a look? I would suspect not!

We fill in the survey and hope to see the results actually shape the future of the Force and the way in which staff are treated. I do believe on a strategic level that is what the various working groups also hope to achieve. But does it actually filter through to us working on the front-line, the people who are mixing on a daily basis with the public of North Wales?

I think the main thing that struck me when I read the report is that it is very clear police officers want to do their best to serve the public and to provide them with a quality service to best serve their needs and those of the Force.

It is without doubt the victims of crime who officers want to concentrate their efforts on, ensuring they are updated, allowed a voice in how we deal with their crimes and dealt with fairly. While I don't like calling victims, 'customers', because we aren't Marks and Spencer's, it is very clear we are very concerned that we give them as good a service as we can.

Another very striking finding in the

survey, although not surprising to me, is police officers' attitudes towards fairness, treating people with respect and dignity and being unbiased. This isn't always an easy task, particularly with the type of people we deal with on a daily basis. They don't have a code of ethics guiding them.

Almost 95 per cent of officers felt it was important to treat everyone with respect and dignity no matter what the circumstances. I take great pride in this statistic and I see it on a daily basis when I am out with my team in the West Conwy area.

We often hear the words that we 'police by consent'. We have to because it is important the public trusts us to do our job well. And if we don't, for whatever reason, we must hold up our hands and apologise. We are only like them and we do make mistakes.

There are several questions in the survey about the Code of Ethics. It concerns me looking at the survey that just over 55 per cent of officers in the Force agree or strongly agree that leaders display the behavioural standards directed by the code.

A third of people sat on the fence with that one and didn't agree or disagree but I think there is a very strong message here for our leaders to take away and consider. Either they are not being fair and aren't treating their staff with respect and dignity or they are just not being clear and transparent to their staff with the difficult decisions they have to make.

Communication is the key here allowing us to know why certain decisions are made and whether we agree or not at least we are aware!

On a very positive note to end my little debate about the Cultural Survey, there are the views on supervision. I must point out that about 74 per cent of the officers who took part in this survey were constables and sergeants and their views around their line management are very good.

Officers quite clearly feel their supervisor listens to their opinions, is fair and treats their staff with respect. Their decisions are based on facts, not personal opinion or prejudice, and they encourage and support staff with their development.

This makes me feel like we have got the right people in the right places and it says a lot about my rank of sergeant as the majority of staff answering those questions were constables. Keeping our staff happy and motivated will always ensure the job

gets done. I have over my 27 years in the job never failed to be surprised that sometimes senior management don't always understand this.

There are lots of areas within the survey that obviously need to be considered and there are areas in the Force that quite clearly need a lot of work doing to make things better for their staff. If you read the survey results you will see where I am coming from. You take what you want from statistics and they can be read in all sorts of ways but, just remember, this is your way of making things better so fill in surveys when you can.

And now, on a more personal note, I want to let you know that I am standing down as Chair of the North Wales Police Federation Sergeants' Branch Board. I am taking up a national position with the Federation and will be representing women sergeants across England and Wales.

I will be retaining my links with North Wales so would encourage anyone to keep in touch and ask for my help if they need it. I have never been rank or gender specific when I have represented anyone and that will always be my aim.

It really has been an honour to be a part of the North Wales Board and, whatever you feel about the Federation, I, for one, have always tried to do the best I can for the officers I have represented.

This is not going to change because I have a new role. I will continue to challenge and put your views across. I am an out and out operational bobby, that will never change and I will never underestimate or forget what a difficult job you guys and girls do on a daily basis.

If I get a chance to voice that to Mrs May and her Home Office colleagues please be reassured that I will give it some and more!

My rota has agreed to let me come out and play with them now and again and I will endeavour to do that as often as I can. It's important for me that I can be current and operationally competent.

Please stay safe everyone and if you ever need my help or advice then you can contact me through the North Wales Fed office. And you never know they may let me be a guest writer now and again.

Signing off,
Sam Roberts

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The calm before the storm

By Paul McKeown
Chair of the North
Wales Inspectors'
Branch Board



Well, that's the summer over. Not much of a summer with regards to the weather, but in policing it has been fairly quiet in that the political parties don't appear to have been talking that much about us publicly.

However, I fear this is the calm before the storm.

At the Federation conference in May, the Home Secretary announced that the Federation was crying wolf, again, and that all in policing was fine and dandy, despite the 20 per cent cuts over the past five years.

Naively, at the time, I thought that perhaps the Home Secretary was telling us the worst was over; the police service had adapted and cut out waste and was still managing to perform as usual. It appears that I was deluded.

Our Chief Constable's email last week was a big shock. He advised us that the Home Office's budget might be cut by 50 per cent by 2020 and so police forces might face cuts of a further 25 to 40 per cent.

My eyes bulged when I read this.

How the heck are we meant to manage that I wondered?

I then remembered that at conference the Home Secretary said police forces still had millions in reserve and so should be using them. At the time, I wondered if she was aware of why such reserves exist. It appears that if she does, she doesn't care. Her expectations were that we should be

using them to deal with the cuts.

But would they actually cover the cuts which are to come? I would imagine not.

It seems that the police service is to be reduced massively. The front-line in five years' time won't be anything like it is now. It can't be. It is said that 90 per cent of a force's budget goes on salaries. So if the cuts are a further 25 – 40 per cent then this is going to impact on staff numbers.

Our Chief has confirmed this. Our Force will be shrinking. Unfortunately, the demand on us will not.

When we reorganised in 2011 I spent a lot of my time explaining to councillors why they couldn't have the same officer at their regular meetings. The amount of grief I got for that was unbelievable. I explained that our budget was being cut by 20 per cent. This did not seem to register with some.

At the time, I felt that as a Force we would only cut the demands on us if we were brutally honest. We needed to tell the public that we just didn't have the staff to continue doing what we did before. I'm not sure we did a great job at doing this. We seem now to have slipped back into doing everything we can when asked despite the cuts.

If we face further cuts then I think the PCC and the National Police Chiefs' Council (formerly ACPO) need to speak out publicly and tell it as it is. As a local Federation, we have been doing so with our Cuts have Consequences campaign.

Politicians don't appear to listen to us, but the public will and they can influence them. If we can't stop the cuts then the public need to know the damage that is being done to their police service and be given realistic expectations as to what we

can deliver.

I also think the Government needs to come out and tell us what their real intentions are. How many police officers should the country have, in their opinion? Are we on the road to privatisation of much of our role? I wouldn't be surprised.

So in conclusion, I think we all need to start howling. We are not crying wolf. The wolf is here.

Before I go, I will just let you know how it's been in the land of the patrol inspector; not too good to be honest. We seem to be muddling through though. Starting the new shift pattern during the summer has, as predicted, caused issues.

Some patrol Inspectors have been getting their one weekend off in four messed about having to work late into the Saturday morning - not great for work life balance. Also covering two custody suites 40 miles apart is difficult. I understand that video conferencing has been introduced but this was brought in to improve the previous telephone reviews.

Being there in person is still the preferred and safer option. I suspect that the risk to the detainee, staff and the organisation has increased as a result of Inspectors not being able to attend in person. It is also difficult to monitor what's going on in the two areas we invariably cover.

I think it fair to say that we are less effective at identifying risk. I know some of my colleagues are finding the situation a bit stressful but I keep in my mind the knowledge that at least we saved £200,000 and that is more important than how we fare, apparently. The Government would probably say so.



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'Cuts are causing increase in over-time'

Cuts to police budgets have led to an increase in Force over-time bills, according to Simon Newport, Chairman of North Wales Police Federation.

Simon was interviewed on the issue by the Wales on Sunday newspaper after it discovered, following a Freedom of Information request, the over-time bill for the four forces in Wales had increased by £4.9 million to reach £17 million in the last year.

The highest over-time payment in North Wales was £15,500 paid to a sergeant compared with an individual payment of £23,000 to a safety camera unit operator in Gwent, £17,000 to an officer in South Wales and £21,000 to a PC in Dyfed Powys.

Simon explained: "If there are fewer officers it means that fewer crimes are going to be dealt with, fewer criminals are going to have their collars felt and fewer victims are going to receive the justice they deserve. With dwindling resources, the link between officers and the public they serve is in danger of being broken. It is little wonder that over-time budgets across the service have increased.

"Policing is a very dynamic field so budget planning can be very difficult to predict. Some Forces would struggle to meet demand if they could not call upon officers to work over-time."

North Wales Police saw the smallest increase in over-time payments, with a rise of £300,000 from £2.9 million in 2013/14 to



Simon Newport, Chairman of North Wales Police Federation.

£3.2 million in 2014/15.

All four Welsh forces admitted that officer over-time during the NATO Summit in Newport in September 2014 increased their over-time requirement. South Wales said that NATO over-time made up £2.8 million of its £3.2 million spend.

We will be there for you

By Nick Hawe

I think this is the first article I have written for the Federation magazine since I started as a rep, which was in July 2011.

Well, they do say that time flies when you are having fun! I think you can imagine that 'fun' is not really a good word to describe the role of a Fed rep, which certainly has its ups and downs, but I can definitely state that it does have very rewarding moments.

Much as we, as police officers, join the job because we want to help people, I joined the Federation for exactly the same reason.

During our service, things can happen to us which make us feel aggrieved, or unfairly treated, but it is in our nature to shake these things off and carry on regardless because we are professionals in a disciplined organisation.

But, from time to time, circumstances might arise where you feel that what is happening to you is completely unfair, disproportionate, or falls out of the criteria of 'Operational Need'. When this happens, your Federation representatives are here for you.

We are dedicated and hard-working officers, who have volunteered to represent dedicated and hard-working officers, and we will always do that.

The future of the Federation is unclear at the moment. But what is clear is that there will be change, and there could well be fewer of us.

Just as the Government enforced cuts mean that you all have more work to do (doing "more With less" was being proudly uttered by Government officials at conference, as if it made perfect sense), it is likely that fewer representatives will end up with bigger workloads, especially with the increased demands put on officers.

It is with this in mind that I write this short blog, to remind you dedicated, hard-working officers the Federation is here for you, should circumstances dictate that you need us.

Most of you have never called upon us, which is probably testament to your professionalism and strength, but as the Federation continues through a period of change, I would like to assure those who find themselves in genuine need – we WILL be there for you.



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Does it really matter?

By Inspector Jason Higgins

'It Matters', the Force campaign to improve public trust and customer satisfaction, is being promoted through the intranet, via e-mail and with posters around our buildings. What does it really mean to you? It is easy to view the campaign in a cynical manner 'What's in it for me?' 'I work hard and get little or no thanks'. 'It's another attempt by the bosses to get more for less'. 'My pay is frozen, my pension cut, there are fewer colleagues to support me and now the Chief has the cheek to insist that I polish my boots and do my job with a smile.'

I think it really does matter. The Federation is going through a period of mixed fortunes. Like the service itself, we are being asked to downsize and our ability to influence public opinion is facing a huge challenge. In the minds of the public, the Federation is simply an extension of the service.

The popular press do nothing to change this view. The media storm around 'Plebgate' and the subsequent Dispatches television documentary portrayed us (the Federation) at worst as a sinister group of individuals scheming and plotting to protect the vested interests of our members and at best a very misguided bunch spending 'public money' as if it were their own. The vast majority of the public will not have heard of Normington or the Independent Review. Few, if any, care.

In the face of public spending cuts, we are asking the public for their support, warning them that 'Cuts have consequences' and 'You don't know what you have got until it's gone'. In my view the best way to ensure that we have the support of the public in our campaign against cuts is to recognise that 'It matters'.

The way we conduct ourselves in our contact with the public matters. The majority of people have little or no direct contact with police on a daily basis. Those

who do are for the most part ordinary citizens who only deal with us on one occasion. Their personal experience makes a far greater impression on them than television and newspaper headlines.

When the Police Federation appeals for public support it does so on behalf of officers who must be seen by the public as honest, hard-working individuals, prepared to listen, who show that they value their problems no matter how trivial or insignificant they may seem. There is a mantra in business that a satisfied customer will tell a few friends of the good service they have received, a dissatisfied customer will tell anyone who is prepared to listen, so bad news travels fast.

As police officers, if we want public support to protect the service we must ensure that we provide them with a service that they believe is worth protecting – it really does matter.

More help for vulnerable officers

A national support line for vulnerable officers has been set up through a joint partnership between the Police Federation of England and Wales (PFEW) and the Police Firearms Officers' Association (PFOA).

The Welfare Support Programme (WSP) will be able to access the right kind of help for officers who are considered vulnerable for any reason, which could include involvement in death or serious injury incidents, suspension from duty or potentially as a result of medical or personal reasons.

The service can also help the families of officers and those dependent on them.

Richie Jones, Conduct Lead for PFEW, said: "There has been recognition that there are gaps in areas of support that some forces are able to offer police officers and their families in their times of need. This programme is a means to filling the gaps and most importantly to offer a 24-hour service for those officers on the programme to access suitably trained staff 365 days a year."

Each of the local branch boards will have a single point of contact (SPOC) who will be responsible for referring officers in need to the scheme.

The single point of contact for North Wales is Federation Secretary Richard Eccles who endorsed the scheme saying:

"I am pleased that we are able to use the skills of Mark Williams and his team at PFOA to add another layer of support for officers when they are feeling most vulnerable.

"I know officers often feel that they have the odds stacked against them and it is therefore important for us to build in more support to reduce any unnecessary anxiety for officers and their families."

The programme is funded jointly by PFEW and PFOA and is available to officers who are subscribing members of the Police Federation. It has been created for officers who find themselves having to cope with often life-changing situations through the course of their duties.

WSP includes access to a 24/7 support line staffed by trained professionals and a full-time welfare support officer who will work alongside Federation representatives to support officers and their immediate families.

The programme will develop over an initial two-year pilot period to include enhanced support with the provision of neuro-linguistic programming (NLP), coaching and counselling.



Limited duties: **Your guide**



Andy Fittes, General Secretary of the Police Federation of England and Wales.

North Wales Police officers are being encouraged to read a Frequently Asked Questions (FAQs) document on the new provisions for limited duties published by the Police Federation.

The FAQs cover a wide range of issues including a definition of each category of limited duties, why the changes have been introduced, the meaning of the term 'fully

deployable', an explanation of the 'x-factor', transitional arrangements and a section on common misconceptions about the changes.

Andy Fittes, the General Secretary of the Police Federation of England and Wales (PFEW), has said: "PFEW has severe reservations about the potential discriminatory impact upon officers with a protected characteristic. Given the complexity of this issue and the need for future monitoring of the equalities impact in forces, the Home Office has set a review date for the determination.

"This will be 18 months after the determination came into effect. Implementation and ongoing use of these measures will be monitored by the Police Advisory Board of England and Wales (PABEW) and the impact of any pay adjustments will be monitored by the Police Remuneration Review Body.

"We made extensive comments on both the guidance and the regulations and determinations to try to make them as robust and clear as possible. We are concerned that almost every case will

involve potential disability discrimination.

"Unfortunately, there are still many areas that lack clarity and may cause confusion and uncertainty for members. Much will now depend on how forces implement these arrangements.

"Whilst the determination and accompanying guidance sets out the key principles that forces should adhere to in implementing these measures the Home Office and chief constables have consistently made clear that some elements will be left to forces to design a process."

The Police (Amendment) Regulations 2015, which came into effect on 1 April 2015, give the Home Secretary powers to determine the circumstances when a member may be placed on limited duties and the entitlement to pay when on adjusted duties (Regulation 22 and 28A).

Home Office circular 010/2015 published Annex EE came into effect a month later together with supporting guidance to forces and the Home Office Equality Impact Assessment.

Some of the questions, and answers, given are listed on the next page.

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“ *We made extensive comments on both the guidance and the regulations and determinations to try to make them as robust and clear as possible. We are concerned that almost every case will involve potential disability discrimination.* ”

2.1 What does the term 'limited duties' mean?

'Limited duties' is the term used to describe some circumstances in which officers may be unable to undertake the full range of police duties. There are three categories of limited duties:

Recuperative duties

Adjusted duties

Management restricted duties

2.2 What is the definition for each limited duties category?

The limited duties categories are defined in Annex EE under Regulation 22 of the 2003 Police Regulations as follows:

- **Recuperative duties** is defined as duties falling short of full deployment, undertaken by a police officer following an injury, accident, illness or medical incident, during which the officer adapts to and prepares for a return to full duties and the full hours for which they are paid, and is assessed to determine whether he or she is capable of making such a return.
- **Adjusted duties** is defined as duties falling short of full deployment, in respect of which workplace adjustments (including reasonable adjustments under the Equality Act 2010) have been made to overcome barriers to working. For an officer to be placed on adjusted duties, they must:
 - a) Be attending work on a regular basis;
 - b) Be working the full number of hours for which they are paid (in either a full-time or part-time role).
- **Management restricted duties** is defined as duties to which an officer is allocated in circumstances in which:
 - a) Verifiable confidential or source sensitive information or intelligence has come to the notice of the force that questions the suitability of an officer to continue in his or her current post; and/or
 - b) Serious concerns are raised which require

management actions, both for the protection of individuals and the organisation; In either case also that:

- c) Criminal or misconduct proceedings are not warranted; and
- d) The Chief Constable has lost confidence in the officer continuing in their current role.

3.6 I am a disabled officer, will I be placed automatically on adjusted duties?

No – a disabled officer who is fully deployable must not be placed on adjusted duties. If you fulfil the definition for adjusted duties, the process outlined in the

guidance must be followed.

3.13 What is the 'x-factor'?

Tom Winsor set out in his review (Final report, volume 2) that the term 'x-factor' is used to encapsulate those elements of police officers' responsibilities and obligations, and terms and conditions, that are peculiar to service as a police officer, and are shared by very few workers in the public sector and even fewer in the private sector. Winsor noted that earlier police pay reviews had concluded that there should be an element of a police officer's basic pay that reflects the special responsibilities and constraints of his work and of the office of constable; while there had been no attempt to value it, it had been taken into account in setting police pay. Winsor concluded that the 'x-factor' takes account of a range of elements of police work including the use of discretion, disruption to family life, danger, prohibition on joining a trade union, restrictions on political activity and deployability. He quantified the deployability element as eight per cent of basic pay for constables. For other ranks, he said, it should be expressed in cash terms, benchmarked at eight per cent of the maximum of constables' basic pay (in terms of officers on adjusted duties it is this element of pay that is referred to as the 'x-factor' and is what is referred to in the remainder of this document).

Limited duties – a local perspective

By Richard Eccles, North Wales Police Federation Secretary

Your local Federation is heavily involved in consultation with HR in drawing up a framework to support officers who find themselves in this category.

This is a new approach to dealing with officers who might be unable to perform a full range of policing duties as a result of

illness or injury.

As such, we are keen to ensure that our colleagues are supported through a fair and transparent process.

Local Federation representatives will be going through local awareness training to enable them to support colleagues.

Any officers who are concerned or require extra information are advised to contact the Federation office for initial advice.

Date to remember

North Wales Police Federation will be represented at this year's National Police Memorial Day (NPM) which is being held at the Edinburgh International Conference Centre on Sunday 27 September 2015.

NPM is an annual event to honour police officers killed in the line of duty. The deadline for registering to attend has now passed.





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