

# YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /  
North Wales Police Federation



DECEMBER 2023

## MEMORIAL DAY HONOURS FALLEN OFFICERS

Pages 6 and 7

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# YOUR VOICE: MAKE YOUR VIEWS KNOWN



By Mark Jones, secretary of North Wales Police Federation

Welcome to the December issue of 'Your Voice' from North Wales Police Federation. I always remind myself that this publication is called 'Your Voice' and that is exactly what it is and should be; YOUR voice. Not Mark Jones' voice, not North Wales Police's voice, not the voice of any other interested party but the voice of our hard-working, dedicated and brave members in North Wales.

I hope you will have seen, and continue to see, that we try our best to make sure that our magazine is relevant, topical and showcases the amazing work you all do, day in, day out, to protect us all. As always, if you have any ideas on what else we can include or highlight then drop us an email or give us a call. We want you to have a voice and to be heard!

Over the last few weeks our colleagues have had to deal with some pretty horrific incidents. Seeing things no human being should have to see, dealing with people at their very lowest, relentlessly pursuing the

most vile individuals in our society, protecting those who need protecting the most.

I never cease to be amazed by the acts of selfless dedication police officers, Special Constables and our police staff colleagues undertake. Thank you for everything you have done, everything you are doing and everything you will continue to do in the future. Please know that we are here for you and if you ever need a chat then get in touch with your local Federation rep - we are here to help.

It would be an absolute travesty if I failed to mention and publicly thank a stalwart of the Police Federation, Mel Jones, who recently retired after 45 loyal years of service to North Wales Police.

Mel had served 33 years as a police officer and then the remaining 12 as a police staff member working as the branch's assistant secretary and treasurer. It is a gross understatement to say that Mel will be missed but he is long overdue a rest after supporting, representing and helping literally hundreds of police officers during his time a Fed rep.

I know I certainly could not have survived it this long without Mel being by my side. I was also really pleased that Mel was presented with a Commendation by our Chief Constable, Amanda Blakeman, in his last week in recognition of his outstanding work. We all wish Mel a very happy retirement.

I also want to congratulate Nigel Harrison on being appointed as our next Deputy Chief Constable in North Wales. Most of us know Mr Harrison, or have worked with at some point during our careers and we look forward to working collaboratively and constructively together for the benefit of our members.

Policing is a really tough job and sometimes things will go wrong. It is vital we all share the same mindset that it is better to learn from our mistakes and move forwards for the benefit of our colleagues, our partners and the communities we proudly serve.

I have managed to get towards the end of my foreword without mentioning the 'C' word so far but here goes... 'Christmas'!

I cannot believe we are in December

already and that I will have to make that annual pilgrimage to the attic of the Federation office and get the Christmas tree down. Thankfully, mainly due to my wholly lacking artistic skills, I will be relieved of any decorating duties and will let the Fed office team sort it out.

That said, I know that many of you will be working over the festive period. Whether that be on frontline duties, in the control room, on call function, whatever, if you are working then I thank you all. You will sacrifice that precious time with your family to make sure we are safe when we are with our own families.

I hope you manage to get some time to enjoy a Quality Street, or two, or three, or even four (go on!). Please look after yourself, have your colleagues' backs and make sure you all get home safely.

May I wish you all, your loved ones and colleagues a very happy Christmas and a fantastic New Year!



Cover photo: Conwy at night. Photo courtesy of North Wales Police.

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# LOOKING FORWARD TO NEW BEGINNINGS



By Vinny Jones, chair of North Wales Police Federation

**A**s we are quickly approaching the Christmas festive period many of us take this time to reflect upon the year we've had and look forward to the new year with often new beginnings.

I am looking forward to the new year as there have been some very uncertain times faced by the Police Federation for England and Wales (PFEW) during 2023. Hopefully, by the time you're reading this, there should have been some closure on the current litigation case which has taken much of the PFEW's attention this year. It's certainly been a hot topic of conversation at the

Federation's National Council meetings which is positive because it showed the organisation wanted to ensure it gathered the thoughts and representations from the 43 branches when making big decisions and making the right decisions.

I really want to see all the litigation issues dealt with as soon as possible so PFEW can dedicate its full attention to matters affecting members. At a local level, I can assure you that all your reps, our police staff, Mark and I have been working hard with you, our members, in the forefront of our thoughts. This is often reflected in some of the comments which I hear and read from you.

There have been many events and changes over the year for North Wales Police and I am proud of our branch for everything that has been accomplished. A special thank you to Jayne Humphreys our communications and case officer who many of you will have met at our events.

While on the topic of our amazing team within the North Wales Police Federation, it would be remiss of me not to mention Mel Jones our outgoing deputy secretary, treasurer and complaints and discipline liaison officer (CAPLO). For many of you, Mel needs no introduction. Mel retired (again) recently in November. Mel has been part of the furniture with North Wales Police Federation for as long as I can remember, assisting and supporting so many members, some though some really dark and difficult times.

Mel's dedication and determination to supporting our members didn't go unnoticed

and he will be sorely missed and will leave a huge hole within the team. As I mentioned earlier about new beginnings and opportunities, I hope to be able to welcome a new member of the team early in the new year.

Another big change for North Wales Police is the recent appointment of a new Deputy Chief Constable – Nigel Harrison. Having worked at local level, pounding the streets of Holyhead with Mr Harrison, I have every confidence in him and look forward to building a great working relationship to ensure you, our members, are the priority in policing.

Over the last few weekends, many of you have been on mutual aid supporting our Metropolitan Police colleagues in London. Having recently spoken with Ken Marsh, the chair of the Metropolitan Police Federation, he would like to pass on his heartfelt thanks to you all saying it was great to see you all getting stuck in when times were tough. If you have any feedback from any of these deployments, please get in touch.

I hope you enjoy this edition of 'Your Voice'. Something to read while having Christmas refs maybe? As the rota has fallen, I'll be off on Christmas Day this year but having worked many a Christmas Day I am fully aware of the dedication and bravery that goes into policing so keep safe, look after each other and try to spend some quality time with friends and family at some point over the festive period. However you choose to reflect and look forward to the new year, however you choose to celebrate, I wish you all a healthy and happy new year.



# 'TRULY OUTSTANDING' OFFICER APPEARS ON ITV'S THIS MORNING

**O**ur very own PC Clare Larkey-Jones was nominated for the Emergency Services Award at the Daily Mirror Pride of Britain Awards in October.

As a finalist, she appeared on ITV's This Morning in the first week of October along with North Wales Police Federation secretary Mark Jones and Chief Inspector Lisa Jones.

Clare, who was also a nominee for the Police Federation Police Bravery Awards 2022, was on her way home from an 11-hour shift when she risked her own safety and stepped in when she saw a man launch a violent attack on another man in Caernarfon town centre.



Clare Larkey-Jones with the First Minister Mark Drakeford.

The victim was being punched, pulled to the ground and kicked and only Clare's quick thinking prevented more serious injury and greater public disorder. The offender received a jail sentence.

Mark said: "Clare is an amazing human being, she is totally devoted and passionate about her role as a police officer, and that is



Clare during her This Morning interview.

clear by the action she took on that night.

"That duty, that responsibility continues even when you're off duty, and what Clare did was just natural, it was instinct to get involved, resolve a situation and keep people safe.

"She is truly outstanding."

Unfortunately, Clare didn't win the overall award, but we are all immensely proud of Clare and are so pleased to see her getting recognition for her outstanding act of bravery.

# MEMORIAL DAY SERVICE HONOURS FALLEN OFFICERS



Officials from the Police Federation of England and Wales joined the policing family in Cardiff to remember those officers who have given their lives in service at this year's National Police Memorial Day service.

The service at Cardiff's New Theatre on Sunday 24 September was attended by around 2,000 people, made up of families, friends and colleagues of fallen officers as well as police chiefs and officers. It was an unexpected change of venue due to RAAC being found in the original venue, St David's Hall.

As a mark of respect, the Senedd was lit up blue on the night before this year's memorial day.

North Wales Police Federation was represented by branch secretary Mark Jones who said: "National Police Memorial Day is one of the most important dates in the policing calendar. It is incredibly important that we honour those who gave their lives while serving their communities. In coming together at this key event, we, the members of the policing family, demonstrate that fallen colleagues, and the families they left behind, are never forgotten."

More than 5,000 officers who have lost their lives on duty were honoured at the event.

The names of those officers who had died in the past year were read out by the Federation's Welsh lead Nicky Ryan. They were Inspector Gareth Earp of Dyfed-Powys Police; PC Neil Pattinson of Northumbria Police; Sergeant Steven Creal of Sussex Police; PC Richard Kemp of Lancashire Constabulary; PC Bruce Lister of Hertfordshire Constabulary; PC Andrew Boardman of West Mercia Police; Sergeant Graham Saville of Nottinghamshire Police and PCSO Daniel Gower of Hampshire & Isle of Wight Constabulary.

Nicky said: "It was an honour to be asked to read out the names of those who



North Wales Police Federation chair Vinny Jones (left) with (left to right) Nicky Ryan, the now retired Federation Welsh lead, North Wales Police Federation branch secretary Mark Jones and Matthew Candy, the Gwent Federation branch chair.

had lost their lives over the past 12 months. I think everyone attending could see how emotional I found it, especially reading out the name of Dyfed-Powys Inspector Gareth Earp."

There were also readings from First Minister of Wales Mark Drakeford, Home Secretary Suella Braverman and shadow home secretary Yvette Cooper.

During the service, candles were lit by

relatives in remembrance of officers throughout the country who have lost their lives, one from each of the four nations of the United Kingdom.

Representing Wales was Dorothy Ellis, mother of PC Adrian Ellis of Gwent Police who died, aged 29, on 27 September 1989 as a result of a road traffic collision. David Taylor represented Scotland. David is the son of PC George Taylor of Strathclyde Police who died, aged 27, on 30 November 1976 after being attacked with an axe.

Representing England was Sid Mackay, father of PC Nina Alexandra Mackay of the Metropolitan Police who died, aged 25, on 24 October 1997 having been stabbed by a wanted man. She was posthumously awarded the Commissioner's High Commendation for Bravery. Representing Northern Ireland were Mervyn and Dorothy Reynolds, parents of Constable Philippa Reynolds of the Police Service of Northern Ireland who died, aged 27, on 9 February 2013 after the police vehicle in which she was a passenger was struck by a stolen vehicle.

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the Last Post was sounded.



Photo courtesy of Anderson Photography

# REMEMBERING RYAN



**O**n 11 November North Wales Police held a Blue Light Walk up Moel Famau in memory of PC Ryan Donaldson.

**Sergeant Sophie Ho, Wrexham Rural, reports.**

We lost our lovely Ryan on 11 December 2022. As most know, he sadly ended his life. This took all of us by surprise and left a lot of people wishing Ryan could just have reached out or talked about his suffering. However we all know that mental health is not always discussed and predominantly males struggle to open up.

Having been Ryan's supervisor, who witnessed and also experienced the devastating impact his loss had on his family, his friends, his team and colleagues, I felt, along with Wrexham Rural Inspector Subacci, it was really important that we took something positive from it and that we did something special – perhaps something that could be done annually as a way of remembering Ryan but also to hopefully demonstrate support and solidarity around mental health.

Ryan's Mum Linda and his sister Cara both felt the same way, so we proposed a Blue Light Walk. Ryan loved his blue light runs, was very proud to be a police officer and enjoyed walking up Moel Famau. NEWSAR (North East Wales Search and Rescue) said they would love to join in, and that's where the idea of asking other blue light services to attend came from.

Andrew McLaren and Jamie Jennings from



*Offering the support of the North Wales Police Federation welfare van were branch secretary Mark Jones (left) and DCC Nigel Harrison.*

NWFAR (North Wales Fire and Rescue) and Huw Birrell and his team from NEWSAR provided support on the evening and their members attended.

Welfare is really important to Insp Subacchi and me; it was one of the main focuses when we took over Wrexham Rural. Bringing so many members of the Force together to not only celebrate Ryan's life but to raise awareness around mental health in the police and blue light services, who deal with mental health day in, day out, who are in high pressure, stressful roles supporting and helping people every day, was amazing and very rewarding for us to do.

This was made even more special by having blue light family members present along with members of Ryan's team.

I didn't expect the turn-out that we had on the evening, more than 50 people attended. It was very humbling and I know

this meant so much to Ryan's family and friends.

The North Wales Police Federation van did not disappoint either with branch secretary Mark Jones, communications and case officer Jayne Humphreys and the lovely Deputy Chief Constable, Nigel Harrison, himself making hot drinks all evening. Chief Constable Amanda Blakeman also came to help on her way back from South Wales.

We must thank all the amazing cadets – organised by John Morris – who gave up their time to help with parking and directions. Unofficially, Chief Inspector Steve Roberts assisted in leading the walk – and did a wonderful job.

The Sports Association provided funding for the blue lights people carried during the walk on the basis that it is something we look to do every year, so next November we will go again with the Chief's permission, of course!



# FOND – AND SAD – FAREWELLS

**W**e have said a sad farewell to our legendary assistant secretary and treasurer, Mel Jones.

On Friday 10 November, Mel retired from North Wales Police after 45 years' service - 33 as a police officer and 12 as a member of police staff.

He's seen incredible change in the service, from the introduction of PACE to seven North Wales Chief Constables.

Without doubt, Mel has supported and helped hundreds of police officers during his time with the Police Federation. He's been a much-valued member of the North Wales Police Federation team, and will be greatly missed.

We wish Mel a very happy retirement and wish him all the best for the future.

And on the same day, we also said a sad goodbye to the Police Federation of England and Wales (PFEW) Welsh lead, Nicky Ryan.

Nicky, a Gwent officer, has been in the role since April 2021. She's been a huge help to us in North Wales, both in the positive way she's developed the relationship between the Federation and Welsh Government, and also how she has consistently flown the flag for Wales within PFEW.

She's kept us up to date, and been a vital link with the Federation's National Board. She flew the flag for North Wales Police Federation when she and our branch communications and case officer, Jayne Humphreys, were deployed in our welfare van to the Commonwealth Games in Birmingham in 2022.

Enjoy your retirement Nicky.



North Wales Police Federation secretary Mark Jones (left) says a fond farewell to branch stalwart Mel Jones.



Gwent Chief Constable Pam Kelly congratulates Nicky Ryan (left) on her retirement.

## BEN FUND PHYSIO APPOINTED



Great news! From 8 January, Ben Fund members will have access to a physiotherapist based in North Wales.

Initially working one day a week, the physio will be based in St Asaph.

So, if you're a Ben Fund member, and in need of physiotherapy, get in touch.

If you're not yet a Ben Fund member, you can find out more at [www.polfed.org/northwales/member-services/welfare/the-ben-fund/](http://www.polfed.org/northwales/member-services/welfare/the-ben-fund/)

# TEAM SCORES FOR CHARITY

**W**rexham Police FC's fund-raising efforts have now surpassed £18,000 following their latest fixture.

The off-duty team took on cast and crew members from Channel 4 soap *Hollyoaks* on Sunday 22 October at Airbus FC's Broughton ground.

Played in support of the Blue Light Card Foundation, the event raised £562 for the charity.

Donations will help to fund projects which improve the physical and emotional wellbeing of members of the Blue Light community, including those in the emergency, volunteer and rescue services.

It was the soap stars who took the honours in the game, recording a high-scoring win across an entertaining 90 minutes.

Wrexham Police FC founder Sergeant Dave Smith was delighted with the progress

his side has made since forming in early 2022.

He said: "It was a great event and I'm so grateful for the *Hollyoaks* team for helping us get this match arranged.

"The Blue Light Card Foundation does some terrific work and I'm sure the funds we've raised will support some really worthwhile projects for emergency services workers.

"We've played a lot of matches now and I feel proud that we've gone beyond the £18,000 mark with our fund-raisers against community and celebrity sides.

"It's something we really want to push on with and I hope we can raise a lot more for deserving charities in the months ahead.

"I'd like to thank Airbus FC for allowing us to use their facilities and everybody who made a donation. We'd also like to thank the PACT North Wales team and the Events Medical Team for their continued support."

Wrexham Police FC returned to action against a Cheshire Police side on Sunday 5 November.

The midday kick-off was played in support of Cancer Research UK.



Photograph courtesy of Phil Green Photography

Supporting the fund-raising efforts.

Players and supporters.





Photograph courtesy of Phil Green Photography

Hollyoaks star Nick Pickard, who plays Tony Hutchinson.

# FUND-RAISING TEAM HONOURED



Wrexham Police FC's impressive community work earned the team a runners-up honour at this year's Lord Ferrers Awards in London.

The awards recognise outstanding contributions to volunteering in policing, those who give up their free time to make communities safer and those who enhance the effectiveness of policing across England and Wales.

The club was formed in January 2022 to build stronger links between officers and the communities they serve and is made up of off-duty male and female officers. Since formation, they have played regularly against community sides from North Wales and further afield to raise money for a wide range of charities.

To date, their efforts have raised more than £17,000 for good causes, which include Wrexham Maelor's children's ward, Alder Hey Children's Hospital and Ty Gobaith Children's Hospices.

After their nomination in the Innovation category, club founder Sergeant Dave Smith and fellow Wrexham Police FC players DC Dan Jones and Inspector Leigh Evans

attended the awards show at Lancaster House on Thursday 12 October 2023.

After the ceremony, Dave said: "I am delighted of what the team has achieved this year, we have raised a significant amount of money for charity that will make a real difference to others.

"The team was formed to break down barriers and show a human side to policing. We have faced teams that have consisted of players of different genders, ethnicities, sexual orientations, religious beliefs, disabilities and also those that have been in the criminal justice system.

"We are regularly covered in the mainstream media in the UK and across the globe, and have support from professional bodies such as the FAW, Wrexham AFC and Everton FC. We also have a celebrity fan base.

"The impact of the team has seen the development of trust from the community and the building of lasting genuine friendships. I didn't create the team with the intention to win awards, however, receiving recognition on a national stage makes me feel really proud."



Photograph courtesy of Phil Green Photography

# WAITING FOR GODOT



By North Wales Police Federation workplace representative Essi Ahari

A few months ago, I attended the Chief Constable's roadshow. I was delighted to hear our then DCC, Richard Debicki, highlighting the history of policing and the challenges we face.

He rightly recognised that our recent recruitment drive, coupled with the high numbers of retiring staff, has made us an organisation which may not be fully aware of some significant events that led to public concern, erosion of trust, decrease in confidence and, more importantly, questioned our legitimacy. The subsequent public inquiries into these events made dozens of recommendations; some implemented, some ignored and some revisited.

## A few bad apples...

Perhaps a good starting point will be the Scarman Report. This was commissioned by the Government following the 1981 Brixton riots. Many of our colleagues were not born then and the rest retired a decade ago.

The report highlighted problems of racial disadvantage and warned that urgent action was needed to prevent racial disadvantage becoming an endemic disease threatening the fabric of our society.

Scarman found unquestionable evidence of the disproportionate and indiscriminate use of police powers against black people. However, according to Scarman, institutional racism did not exist in policing. He chose the rotten apple metaphor.

As a consequence of the report, a new code for police behaviour was put forward in the Police and Criminal Evidence Act 1984. It also created an independent Police Complaints Authority, established in 1985, to attempt to restore public confidence in the police.

## A spoiled barrel..

On 22 April 1993, Stephen Lawrence, a black teenager from London, was murdered in a racially motivated attack. Police refused to view the murder as a racial attack and instead treated Stephen's friend, who narrowly escaped with his life, as a suspect. They failed to arrest anyone for weeks. Six suspects were eventually arrested but none charged. A private prosecution by the Lawrence family failed to secure convictions.

A 1998 public inquiry, headed by Macpherson, examined the original investigation and concluded that the investigation was incompetent, and that the Met was institutionally racist. It found that racism was an important factor in the failure of the Metropolitan Police investigation into Stephen's murder.



Macpherson's report defined institutional racism as "the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people".

## The secret policeman...

Most of the filming, in January 2003, was completed during 15 weeks of training at Bruce and it exposed racism among some of the police officers. An officer from

North Wales Police was captured on film on numerous occasions quoting blatant racism. Furthermore, he admitted to engaging in an unprovoked attack on an Asian man.

GMP arrested the journalist, accusing him of obtaining pecuniary advantage by deception. The CPS did not pursue the case.

NWP initially hesitated but soon chief officers demonstrated their determination by not only acknowledging the blatant racism but also took tangible measures to address it.

## Policing by consent...

In March 2023, Baroness Casey published her independent review into the standards of behaviour and internal culture of the Met Police. In her final report she highlighted deep and wide shortcomings across the force, some of these included:

- **The Met Police is failing women and children**
- **There is institutional racism, sexism and homophobia, inside the organisation in terms of how officers and staff are treated, and outside the organisation in terms of how communities are policed.**

She assessed that the biggest single barrier to fixing the Force is the Met's culture of defensiveness and denial about the scale of its problems. Casey believes that the concept of institutional racism is still poorly understood by police officers. What they fail to grasp is that officers' intent is not a key consideration in determining whether an organisation is institutionally racist because institutional racism is concerned with outcomes and effects.

## My perspective

I have served as a police officer for many years. I have heard, seen and experienced discriminatory behaviour. I am not naive to think that everything is perfect, but I am absolutely sure that the vast majority of colleagues (police, staff, volunteers) are decent, hard-working people who joined the job for the right reasons.

My plea to you: do not be a bystander. Take ownership, be accountable, demonstrate leadership, embrace inclusivity, celebrate diversity, make a difference. Do not wait for Godot!



**I have served as a police officer for many years. I have heard, seen and experienced discriminatory behaviour. I am not naive to think that everything is perfect, but I am absolutely sure that the vast majority of colleagues (police, staff, volunteers) are decent, hard-working people who joined the job for the right reasons.**



# TIME TO RE-INVENT THE WHEEL?

**By Kris Hunt, North Wales Police Federation workplace representative**

I've only been a Federation workplace representative for about 18 months or so but I'm in a "lucky" position to be in custody so I get a fairly good view from each front-facing department in all three districts as their officers come and go through the suite. I say "lucky" as what I hear does not paint a good picture of what other departments are facing.

It was only in the last week of so I was chewing the fat with another sergeant, reminiscing about our time together as response officers in Llandudno and the stunts we would pull to make sure we were the first one to respond to a shout.

Whether it was clicking your colleagues handcuffs to their chair, blocking in their response car with our own, hiding their keys, taking out a town link radio so you had a few minutes' head start over the job coming through the control room or even shoulder barging your Oppo into the disabled toilets on the way out the old police station, you would try anything to make sure you were first to respond.

While laughing about the good old days, we both then started to ask the questions: why, as a general rule, isn't this drive there anymore? Why are officers telling us they're fed up that they're the only ones who respond? That their morale is through the floor? How 'any officer available' hails go unanswered? How they're over worked or how they're feeling burned out?

The common denominator seems to always be staffing and paperwork – no surprises there then.

In 2010 we had 1,590 officers, in April 2022 we had dropped to 1,450 but with the "Boris bobbies uplift" we're now up to nearly 1,700 apparently. This led to the next question – where have all these officers gone? This is especially puzzling given that

we seem to have fewer frontline officers now, and the ones we have suffer massively increased workloads. Surely, the heavy uptake of officers should have bolstered the frontline?

Thinking back to 2010 when we were fighting to get to jobs, we had a team of six Response in Llandudno supported by 8 CBMs and a smattering of PCSOs. This was mirrored in Colwyn Bay meaning when a job came in, West Conwy had 20 officers or more to call on – give or take – and a fresh bunch of 12 coming in every 6 – 8 hours and Friday and Saturday nights had double rotas in between 22:00 – 03:00. Now West Conwy are lucky to parade on more than 10 officers at a time with no relief for 12 hours straight and this drop in numbers seems to be mirrored across the Force. Everywhere I work, everyone I speak to says the same thing.

The other common theme is that Response officers are being burned out and will apply for another role – almost any role – just to get off Response. While some are applying for jobs they've got a true passion for; others are just desperate for a way out.

Again, thinking back to days gone by, this desire to leave Response just wasn't there. Officers would stay as Response PCs for 10 - 15 years or more. It was a good place to work. If you were getting exhausted you could go onto the Quest (appointments) team so you wouldn't be working nights and could recharge your batteries for a few months. If you were losing morale from constantly dealing with the same volume crime incidents, you could go on to the local crime car teams and do some targeted policing while not being tied to Icad.

These options tended to keep people on the frontline and, more importantly, keep experience on the frontline. As it stands, if you're on Response and getting burned out your only realistic options are to apply to another department, go off sick or resign.

Compound this with the national issue of the pension changes which discourage officers from spending their careers at lower ranks and going for promotion later to boost their pension and you have a perfect storm to "brain drain" Response teams.

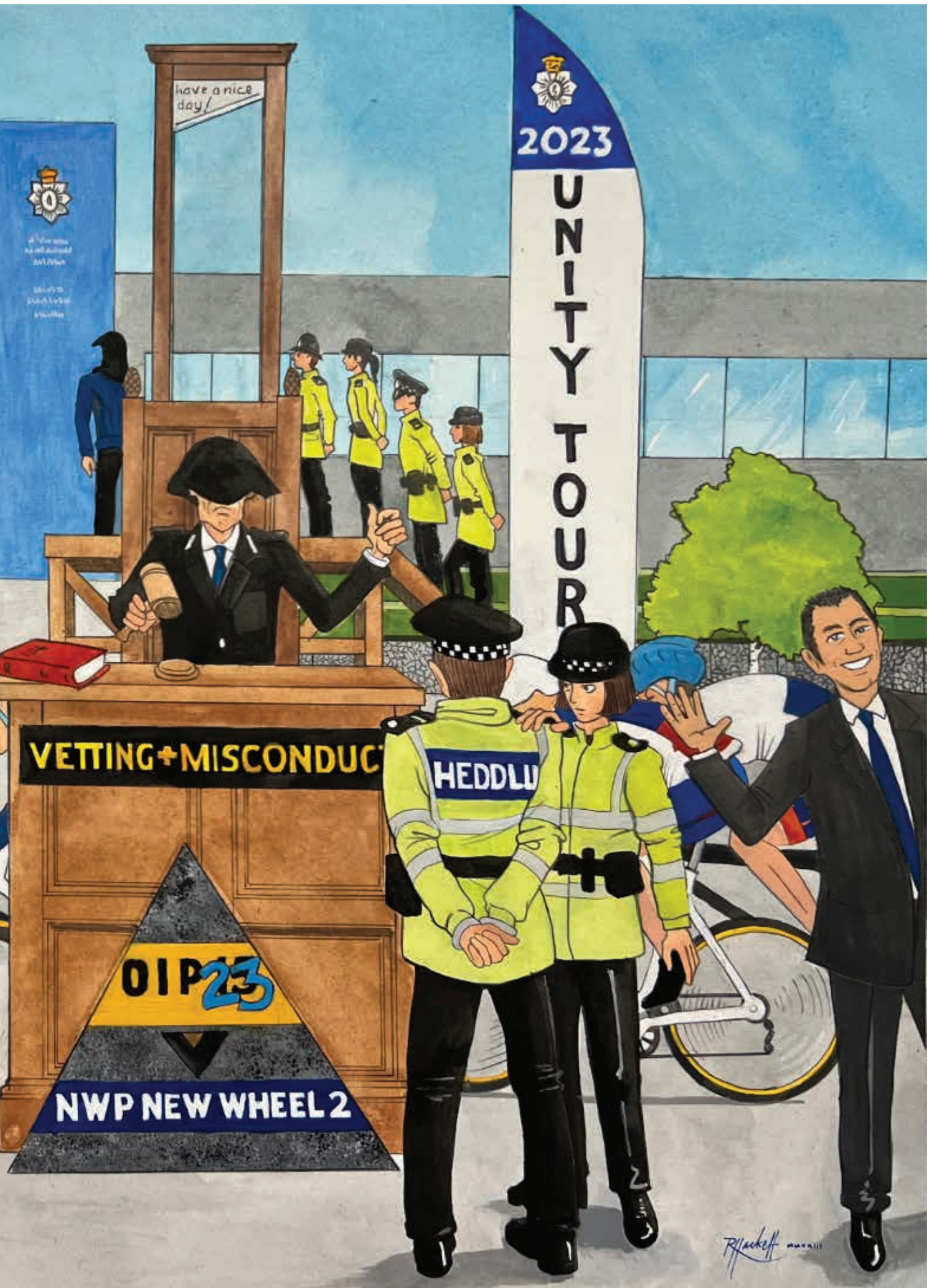
As an organisation, I think we really need to start focussing on this issue and addressing it properly to encourage our frontline officers to stay on the frontline so their invaluable experience can be cascaded down to the new recruits. I still shake my head in disbelief when I hear of teams where the most experienced officer has only just been signed off their probation.

From a paperwork side, the Federation is pushing hard to get a relatively easy legislative change on how we share information with the CPS. This was raised again at national conference and the then Home Secretary was asked directly about it. Unfortunately, the response seemed to be the usual political waffle which translated to 'kicking the can down the road'. To be honest, her speech seemed to me to be a complete waste of time. No "big new announcement", some hollow platitudes and, when pushed on important topics, there was absolutely no substance to the clouds of hot air.

Some positive local moves are the introduction of the file build team to reduce frontline officers' paperwork and the 'right person, right job' approach will help as well. Our digital innovation seems to be bearing fruit with officers being able to record statements, recover CCTV and prepare digital exhibits without needing to yo-yo back to the station all the time, but then we temper this with the new user (un)friendly RMS – particularly for those of us who are neurodivergent. As a modern organisation, we really need to be doing more, innovating more and streamlining more.

As my old Sergeant, Jim Lee, would say – we need to start working smarter, because Response can't be worked much harder.





# PRE-RETIREMENT SEMINARS: BOOK YOUR DAY IN 2024

The Federation, in association with Spillane & Co Wealth Management, is once again running pre-retirement seminars in the new year.

Due to popular demand, we will be running four seminars for those retiring in the next two years during 2024.

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

To that end, the Federation, working in partnership with Spillane & Co Wealth Management, introduced a new style, two day pre-retirement seminar for police officers and police staff in 2014. It's proved to be very popular, with seminars being fully subscribed.

These two days enable 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 lead relaxed discussions on important topics on retirement-related themes.

The seminar helps you to plan more effectively and manage the key stages of the process, with the needs of the participants of each particular seminar being the key driver. It's very interactive, and our aim is to get the answers to your questions to help you make the most of your retirement. The programme also provides an opportunity to acquire useful insights into the challenges, as well as the new openings, facing those about to retire.

The two days cover:

- **Preparing for the next stage of your life**
- **Adopting a different lifestyle and considering further employment**
- **Marketing yourself for the future**
- **A healthier retirement**
- **Your pension scheme**

- **Financial planning**
- **Investments**
- **Putting your affairs in order**
- **National Association of Retired Police Officers (NARPO)**
- **Dealing with your questions and concerns.**

To promote an informal atmosphere and encourage group discussion, numbers are limited.

If you're retiring in the next two years, and would like to secure a place, email:

[FedAdmin@northwales.police.uk](mailto:FedAdmin@northwales.police.uk)

The seminar dates for 2024 are:

- **18 and 19 March**
- **3 and 4 June**
- **16 and 17 September**
- **18 and 19 November.**

The venue will be Spillane & Co, The Old Bank, Conwy Road, Colwyn Bay with a start time of 9am on each day.



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By North Wales Police Federation workplace representative Dan Ball

# ARE RETAILERS PUTTING PROFIT AHEAD OF PROTECTING THEIR STAFF AND THEIR STOCK?

**W**With all the national media coverage relating to retail crime over the last few months, I felt that this would be a good topic for my article in this edition. I feel well qualified to give a view as I spent 16 years working in retail before joining the police and am just coming up to 16 years' service.

I started in retail working for a food and clothing retailer in the mid 90s. I won't say which one, but they were not just any food and clothing retailer. The store had staffed and monitored CCTV, full time security guards and store room staff who were used to bolster the security when needed.

After this I worked for an electrical retailer, which did not have security, but did have sufficient staff to mean that we were never left in the position of having only one person working. This gave us the confidence that we could challenge "undesirables" and be pro-active about loss prevention.

We were supported by our employers who invested in decent CCTV, radios and other security measures to help protect us.

This seems in stark contrast to even the largest retailers these days who now run shops on often single members of staff, have little, if any, security staff, appalling CCTV that would not allow you to recognise your own mother and use excuses such as

low profit margins to explain all this away.

One such retailer has been making a significant push in the national media to try to put all the retail theft issues onto the police. Again, I won't name them, but they will be well known to you all.

I have heard interviews with senior members of staff from this retailer on media outlets in which they blend what are clearly extremely nasty armed robberies with shoplifting to try to prompt immediate feelings of outrage. They also then talk about how vulnerable their staff are, while doing little to protect their own employees.

This very same national retailer is one that I have dealt with many times. In one notable recent incident, while carrying out a routine patrol of the store and speaking to the single staff member working on the large and impossible to monitor shop floor, they broke down in tears.

This, it turned out, was because they were so stressed by senior managers refusing to listen to the staff pleas to improve their security, that they felt they could not cope and were considering quitting. This same retailer made £247 million pounds in profit in 2022 (up £190 million from the year before).

This distorted narrative based, in my view, around profit over staff welfare and security, seems to have now gained national traction. I hear of "retail crime summits" in the Home Office between the now sacked

Home Secretary and leading retailers.

We then see within North Wales Police a change in policy in which shopliftings, which previously would have had a 15 minute or 1 hour response, now being escalated to an immediate response.

Shoplifting is now a priority for the police. At the same time, we are being told by the Government that sentences of less than 12 months - which will be just about every theft from retail premises I have ever heard of - will be given suspended sentences!

Now, I am not saying that the police anywhere are perfect in responding to retail theft, far from it. But we are in a situation where the retailers have convinced the public and the Government that they have little or no responsibility for protecting their own business and so push all of the cost onto the public through the police.

The police then make these offences a priority which impacts on our limited ability to prioritise other crime types. And then the Government undermines all this by saying that if you are caught you won't then actually go to prison.

We all have a reasonable responsibility to minimise our risk of becoming victims of crime by taking simple and appropriate steps to protect ourselves. It seems that this no longer extends to many retailers who are happy to put profit ahead of protecting their employees, their stock or the public purse.

# MEMBERS TO BE BALLOTTED ON INDUSTRIAL RIGHTS

The Police Federation's annual national conference has long been one of the highlights of the policing year.

This year, due to the financial pressures the Federation is facing, the decision was taken to hold the conference online rather than in person.

As usual, the conference put the spotlight on many of the key issues facing the police service and one of the key outcomes was a decision to ballot members to find out if they want the Federation to seek industrial rights for police officers.

This decision follows more than a decade of requesting the Government to address police officers' poor working terms and conditions.

Members of the Federation's National Council, which draws representatives from all parts of England and Wales, and the National Board are united in their approach to ballot the membership on industrial rights as soon as practicable.

### Varied debates

The conference was held over two days – 10 to 11 October – and was ably hosted by TalkTV presenter Ian Collins.

Day 1 included a hard-hitting discussion around leadership in policing, a frank conversation on misogyny and a look into mutual aid deployments.

Police Federation of England and Wales (PFEW) chair Steve Hartshorn and deputy chair Tiff Lynch kicked off the conference.

"This year has been absolutely manic with policing issues. Not a day goes by that we're not in the headlines, for one reason or another," began Tiff, "We need our key stakeholders coming out and speaking in support of us, not always criticising us. We need others to get behind us."

When asked what the Federation's priority is, Steve responded: "The pay award - we received seven per cent, which is one of the highest we've had but we still want 17 [per cent]. We saw 9,000 officers leaving the force in the last year, that's not sustainable. The package needs to be attractive."

Tiff added that officers 'want consistency'. She explained: "And what I also think our officers want is a 21st century service that's working to 21st century rules."

### Secretary's update

In his update, PFEW secretary Calum Macleod admitted he would not join the



National chair Steve Hartshorn.

Force if he had his time again.

"I question why people would for the salary they achieve, for the support they do not achieve, why people would place themselves and their families at risk under the current climate," said Calum, "I'm not saying it can't be redressed, but if my 11-year-old came to me and said he wanted to join the police I'd be encouraging him to look in a different avenue."

Calum also addressed issues surrounding pay, specifically referring to cops having to take on a second job due to the current cost of living crisis.

He added: "How can it be right police officers struggle to keep a roof over their heads and put food on the table and then be expected to run into a situation where someone is carrying an axe? Police officers should be appropriately paid.

"Let's start with what they're already

down, 20p in the pound less than they had in 2010. That's ridiculous."

### Looking at leadership

A Leadership in Policing session was introduced by National Board member and PFEW professional development lead Paul Matthews.

Paul began with a detailed look at what he believed was the failing of current and historic police leadership, shining a light on the lack of supportive, compassionate, loyal and inspiring leadership that is prevalent in forces today, up and down the country.

Paul, who was joined virtually by Ray Clare, head of leadership and progression at the College of Policing, said: "It is vital for officers to have leaders that use their experience to lead by example and who will listen to, and adapt to new ideas, rather than promote change for its own sake.

"In order for leadership to flourish we

# 2023 POLICE FEDERATION CONFERENCE

must end the continual promotion of those who challenge and delegate down, instead of those that have the confidence and ability to challenge upwards.”

## Misogyny

PFEW women in policing co-lead and National Board member Sue Honeywill led this year's conversation around misogyny. She was joined by National Board member and Parliamentary lead Belinda Goodwin, national Fire Chiefs' Council lead for equality, diversity and inclusion Kathryn Billing, alongside ITV Wales News presenter Justina Simpson.

The panel took part in a frank and honest discussion about misogyny and sexism within the police, fire service and armed forces in recent years.

The conversation was heavily shaped around non-disclosure agreements (NDAs) being used to prevent victims from sharing their stories and experiences.

A session on mutual aid featured operational policing lead and National Board member Steve Taylor and deputy health and safety lead and National Board member Richie Murray.

## Mutual aid

The panel highlighted areas of concern during mutual aid deployments, including food, accommodation and allowances - suggesting inconsistency to be a serious issue.

## Conduct matters

The first session of the afternoon saw PFEW conduct and performance lead Phil Jones lead the conversation around the impact these changes made by the Home Office to the police officer dismissal process will have on members.

He was joined by the president of the National Association of Legally Qualified



National secretary Calum Macleod.

Chairs (NALQC) John Bassett and Greater Manchester Chief Superintendent Michael Allen.

The panel discussed members 'being disproportionately disadvantaged by the presumption of dismissal' with Phil suggesting that some officers 'choosing to be assaulted, rather than use force', due to fears they could be found for misconduct - and worst, automatic dismissal, should the Home Office introduce these measures.

## Retirement discussion

The penultimate session of the day was titled 'Retirement - transition into the unknown', with the secretary of Norfolk Police Federation Sam Hawkins urging colleagues not to underestimate the transferable skills police officers have and values that are sought in other professions.

## Disclosure and redaction

Day 2. With Surrey Chief Constable and National Police Chiefs' Council (NPCC) lead

for disclosure Tim De Meyer who opened with: "Disclosure isn't an afterthought, it's the main event of an investigation."

Mr Meyer was joined by the chair of the Police Federation National Detectives' Forum (PFNDF) and the secretary of Suffolk Police Federation Ben Hudson who gave an update on the Federation's #SimplifyDG6 campaign, which was launched in August last year.

The campaign calls on the Government to make amendments to the Data Protection Act to simplify the redaction obligation placed on police officers.

Ben praised engagement from Mr Meyer, the NPCC, as well as various MPs across the country, who have all helped 'propel' the campaign forward.

## Wellbeing focus

The Police Federation's joint wellbeing lead urged then Home Secretary Suella Braverman to "invest with meaning" in officers' health and wellbeing as he spelt out the challenges they face.

Paul Williams told Day 2 of the Police Federation of England and Wales annual conference that 344 officers took their own lives between 2001 and 2020 - more than one per month.

"The number is rising, the issue is serious and real and the wellbeing of our cops needs real time and real investment," he said. Paul said there have been more than 40,000 assaults on police officers in the past year, with more than 11,000 resulting in physical injury.

"Our officers face this on a daily basis throughout their career," he said. "There's still that assumption by many it's part of being a cop and we shouldn't expect anything else. It's wrong. It can't be an acceptable culture."



With facilitator Ian Collins (left) are (left to right) national Federation chair Steve Hartshorn, deputy chair Tiff Lynch, CEO Mukund Krishna, national secretary Calum Macleod and treasurer Simon Kempton.

# 2023 POLICE FEDERATION CONFERENCE

He said that attacks on officers along with attending traumatic incidents, heavy workloads, increased bureaucracy, intense scrutiny and trial by social media were having an impact on officers. "If I could appeal to the Home Secretary for anything at this conference it would be to invest with meaning in looking after those who look after the public," he said. "If it's expected that policing means running towards danger, taking physical and verbal abuse and enormous trauma exposure then at least take officers from the bottom of the pile and provide appropriate and meaningful welfare support with an insistence on mandatory framework of support for forces."

Sue Honeywill, the Federation's other joint wellbeing lead, told conference that 40 per cent of incidents attended by police officers were mental health-related. Speaking during a session titled Workforce Under Pressure - a true picture of police wellbeing, Sue called on forces to do more to protect officers' rights and conditions.

## Providing value

National treasurer Simon Kempton set out a mantra of "value not cost" as he updated members on the organisation's financial outlook.

He explained to conference: "Spending £5 and getting nothing or very little back is a fiver wasted. But if we spend £50 on something that helps protect us, or our families, improves lives and conditions at work, then that is money well spent." He added: "Our reps are working day and night to improve things for police officers and so much goes unseen. That's why we know [member services] are an area that's absolutely vital to fund. The question I want us to ask whenever we are spending money is, 'Will this bring value?'"

Simon highlighted the fact that members can claim tax relief for their Federation subscriptions. This reduces a £24.31 monthly membership to £19.45.

## Panel session

Conference ended with the organisation's senior leadership taking questions from viewing members.

National chair Steve Hartshorn, deputy chair Tiff Lynch, secretary Calum Macleod, treasurer Simon Kempton and chief executive officer (CEO) Mukund Krishna made up what conference host Ian Collins jokingly called "the best looking panel you are likely to see anywhere today".

But the mood quickly turned serious with a question from a member about firearms officers and how they can be protected - with the spectre of W80, the Metropolitan Police firearms officer cleared of unlawfully killing Jermaine Baker, but now facing gross misconduct proceedings



National treasurer Simon Kempton.

brought by the Independent Office for Police Conduct. The case has led to some firearms officers handing back their blue cards.

National chair Steve, a firearms carrier as part of his policing role himself, sympathised. He said: "We're fully embedded in trying to make sure that the Home Office review of the use of force is comprehensive. We want to make sure that the Federation is heavily involved to look at the reasons why. We also want to make sure that as a firearms officer, you're fully trained, accredited and equipped to do the job properly. So that when you are involved in incidents you've got the right level of knowledge."

National deputy chair Tiff commented on a question about media misrepresentation of policing, branding some click-bait media headlines as "totally and morally wrong". She pointed to her work as the Parliamentary lead, engaging with MPs and stakeholders, and called on politicians to show their support for policing. "I want our leaders to come out in support of our police officers to actually show the community and show Government that actually we're doing a really, really good job," added Tiff.

CEO Mukund was asked by viewing member 'Darren' how much he is paid, given his salary is paid by the members. Mukund declined to say, calling this "personal information" but insisted his position had been benchmarked.

National secretary Calum responded to a question on whether the Federation could open a can of worms by exploring industrial action. He cited a "degradation of police pay to the tune of 27 per cent for constables" since 2010, and accused the Government of not heeding the arguments around pay. "We have to do things differently", he said. When asked about membership subscriptions, national treasurer Simon said it had been a mistake to freeze these historically, because it leads to a bigger jump eventually.

The panel agreed on the need to increase representation for Special Constables and on running annual conferences as a hybrid event to keep down costs.

## North Wales Police Federation workplace representative Tony Edwards gives the low-down on this year's national Police Federation conference.

**C**onference was online this year. It was still, however, a jam packed two-day event with plenty on the agenda, including the inaugural Response Officer of the Year awards, misogyny - accept, change, trust, the future thinking of mutual aid, the Home Office review, disclosure and redaction, industrial rights, a workforce under pressure and much more.

Here are a few of the highlights for me.

### Day 1

National chair Steve Hartshorn outlined what conference had to hold during the two-day event and this followed closely by a Q & A session. I was surprised to hear that 9,000 officers across England and Wales had chosen to leave the service since last year.

Steve spoke about the amount of negativity surrounding the police mainly brought about by the tabloids and how this has a negative, and ultimately detrimental, effect in putting off people wanting to join the police service.

It was good to hear that pay is still at the top of the agenda. I thought a very valid point was made in asking why anyone who was settled in life with a family requiring support and with a mortgage who had reached the point in their life where they should feel settled and in a good financial position would want to join policing on such a low wage.

It used to be that the police service wanted people of all ages and with experience from all walks of life, whereas now it mainly appears to be youngsters joining the service fresh from school or college.

Policing in general needs massive investment to provide the public with a good policing service.

National secretary Calum Macleod later also spoke about pay and remuneration and it was really interesting to hear him say that if he had his time again then he wouldn't join the police, not in today's climate.

For me the highlight of the day had to

## JAM-PACKED AGENDA

be Paul Mathews 'Leadership In Policing' speech. He spoke about the failings of management and the amount of time and money that had been wasted in trying to re-invent the wheel only for it to fail and be proven to be a complete waste of time and money (often resulting in the instigator of such a project being promote). I encourage everyone to view his speech as I am sure we can all relate. Watch conference at <https://pfewevents.org/annual-conference>

I was disappointed with the pensions portion of Day 1. I expected to hear at least something about the pensions remedy and where we are up to now that we have reached October 2023 the supposed deadline for final retirement projections to be given. Instead, it was more of a talk about how there is life and work after policing.

### Day 2

The Police Federation's new CEO, Mukund Krishna, provided a really interesting start to the day, acknowledging in his speech the past failings of the Federation and apologised for these failings. This was mainly focussed on the pensions challenge, or rather lack of challenge, that has seen independent legal action taking by a third party as to the validity of part of the pensions change and subsequently won. The Federation itself faced its own legal challenge regarding its lack of action and support surrounding this challenge which it ultimately lost.

He went on to emphasise the financial state that the Federation now finds itself in.

Mukund also spoke about the need for positive change to the Federation in its entirety and said that under his advice and management a new independent review is being launched looking at where the Federation has gone wrong with past failings and less than cost-effective avenues of business being practised. The purpose of the review will highlight the areas of improvement required and most importantly how the Federation moves forward especially in continued support to its members.

The national chair delivered the first of the two keynote speeches. He again apologised for the Federation's past failings particularly around the changes to pension and the lack of challenge.

Steve spoke about industrial rights and what these may look like, the time limits on complaints against officers, the extra time

taken in the redaction process in preparing files for CPS and the hundreds of thousands of hours spent nationally in doing this.

He touched upon the recent events involving the two separate incidents involving firearms officers where one has been charged with murder and the other is now facing gross misconduct charges at the bequest of the Independent Office for Police Conduct even after being completely acquitted and found to have acted lawfully in a crown court.

He also spoke about the 40,000 police officers to have been assaulted this year and, while most, thankfully, resulted in no or very slight injury, 11,000 of them resulted in a serious injury. The chair then went on to speak about the Police Covenant.

Steve asked the Home Secretary for officers to be equipped with the most advanced and best kit available and for more officers to have Taser made available to them.



**Policing in general needs massive investment to provide the public with a good policing service.**

Home Secretary Suella Braverman spoke next. She said she is working with the National Police Chiefs' Council to cut the red tape and reduce the amount of paperwork officers have to do.

She stated that she is fully supportive of the Federation backed Medals For Heroes' campaign, where those who lose their lives in the line of duty will be properly recognised for their sacrifice. She was later asked to expand on where she is at with this but said that she could not, replying that she hoped to have an announcement in the very near future.

Ms Braverman said that she expects to see improvement from all forces in relation to investigating and solving crime and expects every legitimate lead to be followed in identifying an offender and mentioned domestic burglary in particular.

She wants to see the legitimate rise of in the use of stop search powers and said the Government will ban the sale and ownership

of large knives such as zombie knives and machetes.

The then Home Secretary also said that she wants police officers to have the very best technology and kit available and is hoping to sign off on the newer Taser T10 next year. She said that it was her intension to do everything she could to support police officers and said that support must be bespoke to them, and that funding is to be made available for a 24-7 mental health crisis and suicide prevention line for police.

Ms Braverman then touched on the recent events involving the two firearms officers also and said that she wants officers to be able to use their powers with confidence and not have to worry about the outcome.

She briefly mentioned the recent seven per cent pay award, however, she appeared to be under the impression police officers are paid on average 34 per cent more than other sectors, with no mention of the fact we are actually 17 per cent down on pay since 2010.

She finished by saying that the College of Policing has developed a leavers tool kit to be rolled out soon and will be available for anyone retiring or resigning from the policing family.

These two key speeches were followed by a very interesting Q & A session.

Simon Kempton delivered the treasurer's report with plenty of facts and figures given. Ultimately, almost all of the Federation revenue comes from members, with virtually all of this money being spent each year leaving very little in a reserve pot should it be needed.

This was followed by a Q&A session with Simon and his deputy, Kev Wilson.

The Federation is not looking to increase subs again this year although it does sound like it is needed. Simon was clear that future rises in subs should be gradual, normally by a few pence, rather than the past model of freezing subs for years, followed by a rise of a few pounds.

Overall, it was an interesting and informative conference, once again superbly hosted by Ian Collins.

All the sessions are available to watch by visiting <https://pfewevents.org/annual-conference>

# THE FESTIVE SEASON CAN POSE CHALLENGES

Many families across England and Wales find themselves juggling the joy of the holidays with the intricacies of family law. For those navigating Christmas contact arrangements, understanding their rights and responsibilities is crucial to ensure a harmonious celebration for all involved.

## The importance of planning ahead

Christmas is a time for joy and togetherness but, for separated or divorced parents, it can pose unique challenges. Planning ahead is key to creating a positive and stable environment for children. Early communication between co-parents about holiday plans helps manage expectations and allows for compromises when needed.

## Understanding the legal framework

In England and Wales, family law encourages parents to make arrangements that prioritise the child's best interests. If an agreement can't be reached, the court may intervene to establish a fair arrangement. Courts typically consider factors such as the child's age, relationship with each

parent, and the ability of each parent to provide a stable and nurturing environment.

## Flexibility and compromise

Flexibility is vital during the festive season. Both parents may have traditions or family gatherings they want to share with their children. Finding a compromise that accommodates these traditions while ensuring the child's happiness and stability is crucial. It may involve alternating holidays, dividing the day or celebrating together as a family.

## Open communication

Clear and open communication is the cornerstone of successful holiday co-parenting. Discuss expectations, schedules and any concerns well in advance. Use technology to facilitate communication if needed, and be open to adjustments if unforeseen circumstances arise.

## Creating new traditions

Embracing the opportunity to create new holiday traditions can be beneficial for both parents and children. This helps in fostering a positive atmosphere and allows everyone

to focus on making lasting memories during the festive season.

## Seeking professional advice

In complex situations, seeking advice from a family law solicitor is necessary. Gorvins Solicitors can provide guidance on legal rights, mediate discussions, and offer solutions tailored to your specific circumstances.

Navigating Christmas contact arrangements requires patience, understanding and a commitment to prioritising the wellbeing of your children. By approaching the holiday season with a collaborative spirit, families can create positive and memorable experiences that set the foundation for a harmonious co-parenting relationship.

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# NEW DEPUTY CHIEF CONSTABLE ANNOUNCED

Chief Constable Amanda Blakeman has appointed Nigel Harrison as the next Deputy Chief Constable for North Wales. Nigel joined the Force as a Special Constable in 1995 before joining as a regular officer in 1997. He has worked in all policing areas across North Wales, and has experience as a firearms, public order and civil contingencies commander and in 2020 undertook the role as co-ordination Gold for the police Covid response across Wales, along with leading the regional preparedness to the EU Exit.

**I'm looking forward to working alongside the chief officer team in ensuring that we continue to work with our workforce and partners to deliver the best possible service to the communities of North Wales.**

He's also spent time as the head of operational support services which has responsibility for roads policing, firearms operations, operational planning, justice services and the Force Communications Centre. He held the national role of Assistant Chief Constable overseeing collaborations across Wales.

Following his selection, the Chief Constable said: "I would like to congratulate Nigel. He is an exceptional police officer, leader and public servant who brings a wealth of knowledge and experience to his



Photo caption Deputy Chief Constable Nigel Harrison with Chief Constable Amanda Blakeman.

new role.

"I have every confidence in DCC Harrison's ability to support me, as Chief Constable, in continuing to ensure we as a force, focus on putting our communities at the centre of our service delivery."

Following his selection, Nigel said: "I am very proud and honoured to be selected as the new Deputy Chief Constable of North Wales Police. I am grateful to all my colleagues that have supported me throughout my career to allow me to get here.

"I'm looking forward to working alongside the chief officer team in ensuring that we continue to work with our workforce and partners to deliver the best possible service to the communities of North Wales."

Mark Jones, North Wales Police Federation secretary, said: "Congratulations to DCC Harrison on his appointment. We are very much looking forward to working together for the benefit of Federation members, North Wales Police and the communities that we serve."

## NEW FEDERATION WELFARE LEAD

**By North Wales Police Federation representative Sarah Hughes-Jones**

I have recently taken on the role of welfare lead and look forward to developing this role and making sure that members are aware of what support is available, and how they access it.

I am always surprised by the cover and benefits we have available to us as officers but sometimes this can get lost as we become overwhelmed with the information out there. I hope to try to simplify this in the future to make everything more

understandable and accessible.

I believe that everyone's welfare is their personal responsibility and, with the support of this organisation, we can try to make this job as best as it can be in the most difficult of times.

I recently attended a conference where the theme around welfare was very much prevention is better than a cure. This is a great statement and one which I will work to the best of my ability to create.

Any ideas please feel free to contact me.

*“Every year I take out a 5 years savings plan. This now means every November I get a nice lump sum which covers all my Christmas expenditure and I even have enough left over for the January sales as an extra treat.”*

*“Helped with paying for my son’s education at university. He is now debt-free of university fees.(LISA)”*

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# RETIRED POLICE OFFICER PUBLISHES FIRST NOVEL

Retired North Wales Police officer Les Jones has recently published his first novel, *Twelve Doors* - fiction based on facts involving real-life examples of incidents involving the on-call fire service.

The twelve doors in the title relates to the opening and closing of the doors of the crew of 12 ordinary men and women who, whenever the call comes, drop everything and risk their lives to save others from the fictional Stockwood on Sea fire station.

We had a chat with Les to find out more:

## Tell us about your service with North Wales Police.

After working for a large chemical company from the 1980s, which due to its risk and hazards had its own internal fire service, I joined North Wales Police firstly as a Special Constable in 1993, then full-time in 1996.

I had a varied career, from Response (although it wasn't called that at the time), child protection and neighbourhood policing to partnership officer. I retired in October 2017. After that, I worked on a two-year Home Office project aiding Syrian refugees, finishing in 2019 - just before Covid.

## Why did you choose to write a book now?

I think we've all got a book in us. During Covid, having a couple of empty bedrooms (the children have left home) and plenty of time, I decided to create a project wall, and had filled it with post-it notes of my ideas by 5pm on the first day.

I typed it up into a 30,000 word document, which was the foundation for *Twelve Doors*. I was inspired by all the on-call firefighters. The community assumes that all firefighters are full-time, but the vast majority are not; they're regular people, with regular jobs, who give up their time and drop everything to answer the call to duty, 24/7, 365 days a year to be on-call firefighters. Some get injured and some fatally.

## Did you always have an interest in writing?

Yes, I did. Twenty-five years ago I wrote a ten thousand word book called 'Primary Penetrators', based on a firearms unit. I didn't take it any further at the time, and I still have it.

Les Jones with his new book.



## What was the process?

Having done the project wall and compiled my thoughts into my initial document, I sought fire-fighting technical advice and did further research. At that point, I sourced my agent Steve Eggleston, who then introduced me to a ghost writer, Michael Powell. The writing process was a bit of a surprise, and Michael and I had to develop a relationship at a distance. The story is mine, but Michael helped to develop the narrative.

## How do you feel about the television/film prospect.

It's very exciting, I'm over the moon. We're initially looking to do a ten-minute pilot in the spring. I have to pinch myself!

## What's next?

There are characters in *Twelve Doors* that I'd like to expand on. Daniel Lewin, one of the main characters, has a troubled past which I'd like to explore, so that might be the next book.

I've also written a spin off children's book about Bells The Fire-dog, which has its background in the first incident in *Twelve Doors*. It focuses on loss and fear, and how Bells deals with them. Both books are now in The National Library of Wales.

We wish Les every success with the books and the pilot. If you'd like to read Les's books, you can find both books available on Amazon.



HARVEY HOWELL SOLICITORS: THE SAFE WAY TO SETTLE THINGS IN DIFFICULT TIMES



## FREE BESPOKE ADVICE SERVICE ON WILLS, TRUSTS AND POWERS OF ATTORNEY FOR NORTH WALES POLICE FEDERATION

Harvey Howell Solicitors are working with North Wales Police Federation to help you and your family settle your private affairs during this difficult time. This is done in a meeting or in a confidential telephone or virtual consultation and is a great way to settle things safely.

### WHAT DO YOU NEED TO THINK ABOUT?

- // Many homes and therefore planned inheritances for children and grandchildren are being lost to pay for care – can you do anything about this? We can help guide you through this complex area of law.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.
- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands – we can help your family have the final say through Lasting Powers of Attorney.
- // Don't leave your estate to disabled children who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it – put it in trust for them.
- // Don't give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.

- // Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your children's inheritance is administered by their surviving parent with whom you may no longer have a good relationship.

### THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US

We will take account of your personal circumstances and we will, at no cost to you, set aside time either in a meeting, telephone or virtual consultation advise you:

1. Whether and how you might be affected by some of the many common problems which could cost you or your family dearly.
2. Set out some solutions to fix those problems.
3. With clear, competitive and transparent pricing – and with no obligation – tell you the cost of doing so.

### WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at [federation@harveyhowell.co.uk](mailto:federation@harveyhowell.co.uk); or
- Call us on **0151 928 8597**

LET US HELP YOU SETTLE THINGS SAFELY

 0151 928 8597  [federation@harveyhowell.co.uk](mailto:federation@harveyhowell.co.uk)  [www.harveyhowell.co.uk](http://www.harveyhowell.co.uk)

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

# PERSONAL INJURY/CICA CLAIMS UPDATE

By Jonathan Belcham of Ralli

Don't forget the Federation offers a great personal injury service to both members and their families. A typical high street lawyer may take up to 30 per cent of your compensation payment whereas a claim through the Federation will be free from any deductions whatsoever and you will also have the benefit of an approved panel solicitor who will be familiar with claims involving police officers.

The Federation covers claims both on and off duty. To use the service you simply have to contact your local rep or your branch office. If you or your family are involved in an RTA then you can ring 0808 1965 315 or contact [pflegalassistance.com](http://pflegalassistance.com) for a call back.

I am still receiving cases where the CICA has refused to recognise that police officers can be subjected to a crime of violence and are not excluded from the scheme, simply, because of their occupation. I have had two successful



appeals in the last month and two are listed this month.

Often injuries are sustained while an offender is resisting arrest. The offender was not necessarily intending to cause injury but in most cases their actions will constitute a crime of violence because it can be foreseen that some injury may be sustained, even if the actual injury cannot. Ordinarily there will have to be contact between the offender and the officer, during the course of a struggle, for a crime of violence to be deemed to have occurred. Initial claims should be submitted online. Keep a note of the reference as you will need this to correspond with them and if you receive a decision that you are not happy with you may be entitled to legal representation to pursue an appeal. Do not be at all surprised if your claim is rejected and you should contact the Federation at that stage to advise further. There are two years to lodge a claim from the date of the assault. Whether you are entitled to a payment will depend upon whether your injury qualifies under the terms of the scheme which is tariff

based. If you wish to claim the following link should help you to their website <https://www.gov.uk/claim-compensation-criminal-injury/make-claim>

If you slip or fall while chasing an offender or sustain any other form of accidental injury the strong likelihood is that the CICA will reject your claim on the basis that an exceptional risk was not taken and such actions form part of the normal duties expected of a police officer.

As well as a CICA claim there is always the possibility of suing the individual responsible for the assault. Such claims almost never produce successful outcomes, even if it appears that the offender may have assets. Rarely is it advised that such claims be pursued as at best payment of compensation and legal costs would take many years and default is the most likely outcome.

In addition to a CICA claim, you can apply through the DWP for Industrial Injuries Disablement Benefit (IIDB). This is a no fault scheme for victims of accidents at work and which can result in weekly payments being made to reflect the extent of any disability caused in the workplace. The threshold for payment is 14 per cent. However, if there are further injuries in the workplace the awards could be aggregated and result in a payment that otherwise would not have been received in isolation.

There is also an opportunity, if the claim is accepted at any level, to review in the event of the worsening of a condition. Once you have completed the paperwork the DWP will make enquiries and if they are satisfied they are dealing with an accident in the workplace they will confirm the same. It will then be necessary to actually apply for an assessment of any disability. There is no time limit on claiming this benefit but it would not be assessed for three months after injury and can only be backdated three months. You can therefore apply for any old injuries on duty that give rise to any disability now. This link should assist <https://www.gov.uk/industrial-injuries-disablement-benefit>

Finally, there is an Injury Pension - this is a supplemental pension that can be paid either upon normal or ill-health retirement. It involves consideration of any injury sustained on duty that causes an ongoing disability. There is a lump sum tax free amount that would be added to the normal pension entitlement and an annual tax free amount potentially payable for life. The amount would depend upon the extent of disability. Keep a copy of this advice and speak to your Federation at or around the time you intend to retire.

**Jonathan Belcham has been advising members of the Police Federation for more than 30 years - if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.**

**ralli**  
injury lawyers

With over 30 years of experience dealing with claims for police officers, we at Ralli Solicitors have the knowledge and determination to assist you with all your personal injury needs.

**We can help you with:**

- Road Traffic Accidents
- Accidents On & Off Duty
- Employers Liability
- Training Accidents
- Sports Injuries
- Clinical Negligence

0161 207 2020  
[www.rallisolicitors.co.uk](http://www.rallisolicitors.co.uk)

**We understand that behind every uniform, lies a person**



# You protect the public... but how can you protect your future?

Spillane & Co. Wealth Management Ltd offer a bespoke financial service to serving and retired members of the Police Force. We appreciate that you may not have the time to address some of your financial affairs, which may include:

- ◆ Planning for your retirement
- ◆ Financial security
- ◆ Protecting your income, assets and your family
- ◆ Investment planning
- ◆ Estate planning
- ◆ Funding for future education needs

As a Senior Partner Practice of St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need, so you can enjoy the finer elements of life and give you that all important peace of mind for the future.

Please contact us to arrange a no obligation consultation.

"The care and professionalism used to assess our individual needs was outstanding in comparison to other financial advisers. Detailed plans were developed to plan for our future based on our circumstances, not just a sale of simple products pursued by other advisers"

**Brian Robinson, Mold**

"In the four years since I asked Chris Spillane to provide financial advice to myself, I have found him to be extremely knowledgeable, trustworthy and reliable. I consider the advice he provides is always in my best interests and he is always available if I need advice. I would recommend his services wholeheartedly."

**Anthony Duffy, Retired, Pwllheli**

"I was a trustee of a workplace colleague's funds and was so impressed with Chris Spillane's sound advice. Chris is very good at explaining the types of investments and their pros and cons. I have no hesitation in recommending Chris to friends and family."

**Mark Davies, Retired, Mold**

## St. James's Place



**Spillane & Co. Wealth Management Ltd**

01492 531729

[www.spillaneandcompany.co.uk](http://www.spillaneandcompany.co.uk)

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