



MARCH 2023

YOUR VOICE

**PAY AND MORALE
SURVEY REVEALS
DEPTH OF CRISIS**

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WE CAN PULL TOGETHER



By Mark Jones, secretary of North Wales Police Federation

Welcome to the Spring issue of 'Your Voice' magazine from North Wales Police Federation. I get regular feedback from readers of our magazine, so it always pleases me when I know it is being read and a variety of issues affecting our members can be brought to attention.

I want to start this forward by paying tribute to our colleague, PC Ryan Donaldson, who sadly passed away in December 2022. I won't profess to say that I knew Ryan personally but from meeting his family, friends and speaking to colleagues who worked day in day out with Ryan, it was evident that he was a much loved and well respected person.

Many times, I have talked about the 'policing family', and never more so was this displayed than in the days and weeks following Ryan's tragic death. Ryan's funeral was a moving experience; seeing so many colleagues attend to remember and honour 'one of us'. It was a timely reminder that despite all the moans and groans we can all be guilty of; we can also pull together as a 'family'.

We will never forget Ryan; we will never let his time with North Wales Police be in vain. He was a highly valued and regarded police officer and his legacy within the Force will continue. I want Ryan's loved ones, friends, and colleagues to know that our sympathies and condolences remain with them all.

There has been a considerable amount of charity fundraising in Ryan's memory, in particular for the Police Treatment Centres.

Every penny raised will go towards the continued work of the centres to support police officers when they need rehabilitation, treatment, and care. Again, I want to thank everyone who so generously donated to this worthwhile cause.

Moving on to issues affecting our members, pay and remuneration continues to be a top priority on the basis of the continued cost of living crisis. We are now at the business end of the annual pay discussions.

The mechanism and structure for defining police pay is that the Police Remuneration Review Body (PRRB) gathers evidence and then makes recommendations to the Government on what the pay award should be. Sounds simple, right?

However, if only it were so straightforward. For starters, the Home Secretary sends the PRRB a remit letter, essentially telling them what they can and cannot look at. Then, fast-forward to when the PRRB produces its recommendations, the Home Secretary can then decide whether to accept those recommendations or not. So much for the so-called "independence" of the PRRB. It is always having to make recommendations with one arm tied up behind their back.

For example, the letter to the chair of the PRRB from Suella Braverman MP, dated 29 November 2022, states that "pay awards must strike a careful balance - recognising the vital importance of public sector workers, whilst delivering value for the taxpayer, considering private sector pay levels, not increasing the country's debt further, and being careful not to drive prices even higher in the future.". Subtle, eh?!

It was refreshing to see last week the calls from some chief officers that police officers deserve a pay award that takes in to account the soaring inflation. Sir Mark Rowley, Met Commissioner, stated that officers "should receive a pay award that is close to the current rate of inflation". This was a welcomed position and one I would like to see replicated by other chiefs across the nation.

For some context, police officers in England and Wales have suffered a real term pay cut of 28.7 per cent at the lowest end of the pay scale over the last decade. They have withstood two pay freezes since 2010 and presently are battling an excruciating rise in the cost of living, sometimes finding it

difficult to provide food while they put their lives on the line 24/7, 365 days a year and protect the public.

Linking into the calls for a decent pay rise were the results of the Police Federation pay and morale survey recently.

In North Wales specifically, police officers here told us in the survey results that the cost of living crisis continues to impact them on a month-by-month basis, with, at the time of reporting, 98 per cent declaring that their cost of living had increased over the past month; and 66 per cent reported worrying about the state of their finances 'every day' or 'almost every day'.

In addition, 94 per cent said that they are not fairly paid for the stresses and strains of their job and 90 per cent of respondents said that they do not feel fairly paid for the hazards they face within the job.

And 88 per cent of respondents said that they feel worse off financially compared to five years ago and 78 per cent of those who intend to resign from the police said that their morale had a major effect on their intention to resign with 69 per cent saying the treatment of the police by the Government had a major impact on this decision, both figures are a significant rise on the previous year's results.

Sadly, 68 per cent said that they would not recommend joining the police to others, an increase on last year.

I am sure you will agree police officers show incredible commitment and professionalism and this was evidenced during the recent protests and industrial action taken by other emergency workers. Policing has stepped in as the service of last resort again and again. They deal with media criticism and rising levels of abuse and assaults from members of the public and are certainly not immune to the financial pressures the country faces.

In my role I often hear the term "trust and confidence" banded about usually in the context of police officers' actions which may have damaged the trust and confidence of the public. Well, I want to turn that around and actually ask what is being done by Government and key stakeholders, to rebuild the trust and confidence of police officers in them? A decent pay rise, being treated with respect and an acknowledgement of the crippling pressures facing police officers would be a start though. Sadly, I shan't be holding my breath with any of it!

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SPRING IS JUST AROUND THE CORNER



By Vinny Jones, chair of North Wales Police Federation

Welcome to latest edition of 'Your Voice', the magazine which provides an overview of some of the work undertaken locally by your Federation branch, and highlights how your Federation serves the members, provides welfare support and hopefully helps the Force work effectively.

January saw a Police Constable intake of 34. This is excellent to see and I wish each and every one of you every success in your police career. An intake of this size will hopefully

make a noticeable difference when it comes to those boots hitting the ground in the communities of North Wales.

Not only will the difference be noticed by members of the communities we police but, more importantly, it will be noticed by colleagues who have been struggling with excessive workloads and might even have someone to double up with on nights for a change.

On the topic of nights, I'm writing this at 05:00 hours as I'm on nights myself at the moment and, before I send the final product for publication, I'll be ensuring I proof read it to make sure there's no mention of being on patrol on the A55, travelling in a westerly direction when I saw a huge dragon blocking the Conwy tunnel. I'm sure many of us can relate to those 30-second blinks we have while trying to write statements on nights and writing complete and utter nonsense.

The last couple of years have been exceptionally difficult and challenging and we are currently living through a cost of living crisis which is clearly taking its toll on our members. Many other public services are taking or proposing strike action as a result, something the police are prevented from doing.

This provides extra demands both for operational policing and the administration

behind the scenes that often gets forgotten about.

Our most recent pay and morale survey showed some worrying results. Thank you to the 426 of you who took the time to complete the survey. This represents a response rate of approximately 26 per cent. You can read more about the survey results on Pages 6 and 7.

Sadly, I believe the Government's continuous resistance to recognise the value of police officers coupled with the constant bashing we receive from the media are high contributing factors in the reasons behind so many police officers leaving the Force.

We've seen extraordinarily high numbers of leavers, many of whom are in the early years of their careers. It's time the Government listened to the likes of our national chair Steve Hartshorn and Metropolitan Commissioner Sir Mark Rowley QPM when it comes to pay and conditions and made policing an attractive and worthwhile career.

The Police Federation's work, whether local or national, covers a multitude of topics and hopefully this magazine will highlight the diverse range of subjects we cover for the benefit of our members.

I hope you find it informative and interesting and, who knows, it could inspire you to become a future Federation representative.

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FROM FRONTLINE TO OUT OF FORCE



By Lewis Davies, North Wales Police Federation workplace representative

Before starting my latest role on a secondment to the North West ROCU, I made a brief return to response due to staffing numbers. Having had around two and a half years away from uniform, it felt strange to be going back.

I had always enjoyed my time in both

patrol and neighbourhood roles and from those years I had many fond memories and good friends, so I tried not to view going back as a negative despite it not being where I wanted to be. But I did wonder why it was that staffing was so bad.

After a few shifts with my new colleagues, it was clear to see why response was in the position it is. Response is at breaking point and I know that I'm not saying anything new with this.

Response seems to have inherited more processes and bureaucracy than I remember. Files and the requirements for even straightforward jobs have become more complex now than ever with no one seeming to understand the disclosure requirements or being willing to challenge CPS when their requests are unreasonable and often it appears that they simply make them to buy time as they are at breaking point themselves.

I have been fortunate in my previous roles that I have been able to speak to CPS in person to clarify and understand a case which has made lives easier for everyone, however, colleagues now have to battle with forms and interface systems without focusing on the main point of an investigation - evidence.

All the while they are completing this

task more tasks are appearing on their workload in the rush to 'clear the screen' which may look good on a graph somewhere but can't be good for the victim sat waiting and wondering if anyone will come to see them.

Officers on the frontline now neither patrol or respond, opportunities to be proactive or generate intelligence are scarce to non-existent due to these constraints and soon I fear that the skills of 'coppering' will be lost.

I also spare a thought for those in positions of line management who are trying to manage the processes across a whole rota. They are left with no time to manage the people they work with. Policing is about people and not process and without time invested in their welfare we will continue to lose officers both young and old in service.

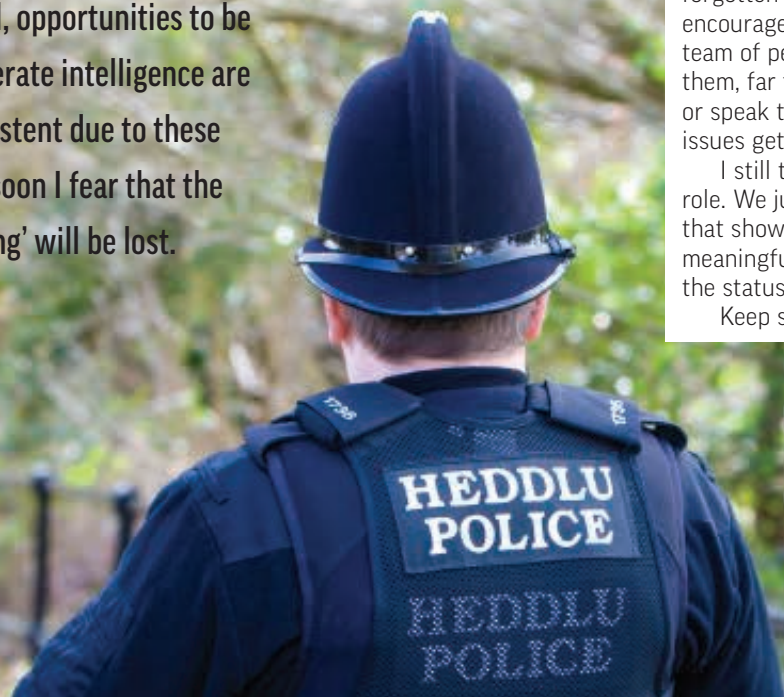
Now I've moved away from response back into an investigation team I seek to offer a few things I think could benefit officers on the frontline. Officers need to respond to calls for service and not be chained to a desk with a massive workload and if that means adopting a model which has something between response and CID then why can't this be looked at?

We also need to invest in the people doing the work; invest in their welfare and invest in them so they feel like they are being developed rather than being forgotten about. Line managers need to be encouraged and supported to manage their team of people not the process around them, far too often they barely actually see or speak to their staff and often major issues get missed.

I still think response can be a great role. We just need to listen to the evidence that shows what needs to change and take meaningful action to change it. Accepting the status quo isn't a sustainable option.

Keep safe all of you and hold the line.

“ Officers on the frontline now neither patrol or respond, opportunities to be proactive or generate intelligence are scarce to non-existent due to these constraints and soon I fear that the skills of 'coppering' will be lost.





LPS IS NOT A HAPPY PLACE TO BE



By Sergeant Rob Jones, North Wales Police Federation workplace representative

No one knows if the proverbial LPS wheels are actually still on, or if we are just careering out of control. There's just no time to stop the car to check, but they do say ignorance is bliss and maybe, for some, it's best not to know.

Step into any LPS parade room and you would be hard pressed to find a response officer who isn't snowed under with demand and pinning all their hopes on the latest optimisation programme which we are all dreaming will relieve some of the pressure.

The decline of LPS policing has been progressing steadily over the last few decades. Every era of policing would say that things are worse now than when they joined and reinforce that view with the assertion that they wouldn't join now.

The gradient of decline seems to have increased dramatically since the 2010 austerity cuts hacked away at Force budgets, increasing the daily demand for officers who faced having to cover the loss of support departments.

LPS is not a happy place to be. Its daily grind is simply not attractive to young in-service officers who are all desperately trying to find escape routes away from the madness that we face. Who can really blame them?

There is, however, only a limited pool of

resources to keep the other specialist departments flowing. That pool is only ever stocked with LPS officers, and with each officer moving on it leaves a space on the rota that requires filling, and a loss of experience.

DSL on rotas is now seen as a luxury rather than the minimum safe staffing level that it should be. LPS numbers across the Force have been hit through departmental moves, repeated PEQF abstractions, and resignations, which used to be few and far between but are increasing as young in-service officers do not see value in their wages against work life balance and restrictions upon their private life.

Bureaucracy has taken over. The level of scrutiny is at a whole new level with those that scrutinise doing so at their leisure. There are no external demands that take their focus away. No time limits. No disturbances. They can dedicate the time to dissect reports and files that officers are painstakingly building, all while dealing with the constant flow of demand from both internal and external sources.

The balance just isn't right with far too much pressure on the shoulders of LPS, while other departments seemingly operate in vastly more relaxed environments.

To survive on LPS, you need a wide variety of skills and are effectively a master of all policing trades, but strangely

you are not seen as a specialist role.

Resolving the issues on LPS is not merely about keeping the wheels on, it is about the long-term issue that this repeated demand has on our officers' mental health.

Mental health screening should be added to the medical checks that frontline officers are required to attend. Rota sergeants need to be alive to the warning signs of stress and officers need to be open and honest when it comes to their own mental health.

The PDR process is an excellent tool for getting this information out into the open during a confidential meeting with your own line manager. Workload demand, welfare and career aspirations can all be covered during the meeting. Support avenues can be raised if any issues are identified, making use of the excellent welfare department within North Wales Police that offers independent counselling and support in addition to the Ben Fund and the Police Treatment Centre at Harrogate.

A way to maintain and increase officer numbers needs to be swiftly identified. Gone are the career PCs that offered their experience and worldly advice to their younger in-service colleagues. Their experience and respect would keep others in line.

We need to show more respect to the officers on LPS and do more to limit the demand upon them.



To survive on LPS, you need a wide variety of skills and are effectively a master of all policing trades, but strangely you are not seen as a specialist role.

PAY AND MORALE SURVEY HIGHLIGHTS THE SEVERITY OF POLICING CRISIS



82 per cent of North Wales Police officers were 'dissatisfied' or 'very dissatisfied' with their overall remuneration including basic pay and allowances

The Federation's pay and morale survey for 2022 has revealed the severity of the crisis faced by rank and file officers and highlighted a sense of deepening frustration with the Government for continuously failing to assist with reasonable pay and conditions.

The survey reflects the Government's failure to invest in policing in the long-term leading officers to breaking point. Underfunded forces and overworked and underpaid police officers are leading the profession to a level of crisis not seen before.

Mark Jones, general secretary of North Wales Police Federation, said: "The pay and

morale survey gives a real insight into how police officers are feeling on a range of issues.

"The Government must take notice of those who cannot strike, not ignore the deepening crisis that is unfolding across policing in Wales and England. Without taking action and supporting police officers, our most valuable asset in the fight against crime, ultimately the public will suffer. Underpaid and overworked officers cannot offer the service the public deserve. It is unprecedented so many of our members want to resign before they have completed their full service, and for the future of policing, this crisis needs to

be urgently addressed through better pay and a new focus on the wellbeing of colleagues.

"Police officers are realistic professionals who fully understand the public purse is not a bottomless pit. But the sheer unfairness of once again being snubbed for a meaningful pay rise, added

to rising inflation, will not be forgotten by our members.

“There is quite evidently a growing crisis in the wellbeing and mental health of those who head towards danger and a defined link between these issues and the diminishing pay packets.

“The entire service is underfunded, and police officers have been totally undervalued by this Government, and therefore the relationship between those responsible for the public purse and those who serve the public has been damaged almost beyond repair. The Government has

20 per cent of North Wales Police officers reported ‘never’ or ‘almost never’ having enough money to cover all their essentials

lost the trust of colleagues, and its wilfully negligent attitude towards pay and funding has been devastating to morale and could impact on the service’s capability for decades to come.”

In North Wales at least 98 per cent of respondents reported facing a substantial increased cost of living between August and September 2022. Furthermore, 20 per cent of police officers reported ‘never’ or ‘almost never’ having enough money to cover all their essentials.

The compelling findings have also illustrated a growing crisis in the wellbeing and mental health of police officers, with 86 per cent indicating they had experienced feelings of stress, low mood, anxiety or other difficulties with their

“The entire service is underfunded, and police officers have been totally undervalued by this Government, and therefore the relationship between those responsible for the public purse and those who serve the public has been damaged almost beyond repair. The Government has lost the trust of colleagues, and its wilfully negligent attitude towards pay and funding has been devastating to morale and could impact on the service’s capability for decades to come.

FACTORS NEGATIVELY IMPACTING MORALE

	North Wales Police %	England and Wales %
Pay	88	87
Workload and responsibilities	61	64
How the police are treated by the government	97	95
How the police are treated by the public	78	81
Your pension	67	68
Opportunities for development and promotion	34	39

ATTITUDES TOWARDS WORKING IN THE POLICE

	2022 %	2021 %
I would not recommend joining the police to others	68	66
I do not feel valued in the police	64	62

OFFICERS’ TREATMENT IN THE POLICE

	2022		2021	
	‘Agree’ or ‘Strongly agree’ %	‘Disagree’ or ‘Strongly disagree’ %	‘Agree’ or ‘Strongly agree’ %	‘Disagree’ or ‘Strongly disagree’ %
I am respected by the government	1	95	1	95
I am respected by the public	8	84	8	83
I am treated fairly	32	39	32	39

health and wellbeing over the last 12 months. A total of 94 per cent stated they are not paid fairly for the stresses and strains of their job.

The results clearly illustrate the anger and disillusionment of our brave colleagues and can no longer be ignored by the policymakers.

Of the officers who responded, 97 per cent said their treatment by the Government harmed their morale, with 88 per cent saying the same for pay, while 95

per cent stated they did not feel respected by the Government.

The long-term attraction and viability of the traditional 30-year career is jeopardised, as 13 per cent of respondents said they intended to resign either within the next two years or as soon as possible; 78 per cent of those who wanted to quit blamed poor morale, 69 per cent attributed this decision to the treatment of police by the Government and 76 per cent cited pay as the reason.

The vast majority, 82 per cent, disclosed they are ‘dissatisfied’ or ‘very dissatisfied’ with their overall remuneration (including basic pay and allowances). Additionally, 68 per cent of respondents said they would not recommend joining the police to others.

Almost half (46 per cent) of respondents reported facing verbal abuse in the past 12 months and 21 per cent said they had suffered one or more injuries that required medical attention because of work-related violence in the last year. In fact, 90 per cent stated they are not paid fairly considering the hazards faced within their job.



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- // 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.

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

NEW REP KEEN TO PROMOTE OFFICER WELLBEING

would like to take this opportunity to introduce myself as the newly appointed Eastern Constables' Federation representative, writes Sarah Hughes-Jones.

I am a single mum of four children and work full-time. I am on the wrong side of 40 and therefore have a wealth of life experiences...both good and bad. Hopefully, I can draw on this 'experience' to help others.

I was nominated by a fellow Federation member and was extremely honoured to even be considered, although hesitant. Following a couple of conversations with branch general secretary Mark Jones I decided to take the plunge.

For those who don't know me, I am currently based at Wrexham Police Station as the CBM for the city centre, I can assure you it's never a dull day over here but I love it. I've been working in neighbourhood policing for just over three years and prior to this I worked on patrol. Before I became a PC, I enjoyed three years of policing in Deeside as a PCSO. These experiences have helped me understand issues from a variety of perspectives.

The most important thing in any organisation is staff and staff welfare. Get that right and everything else is so much easier. I am constantly challenging myself around ways to support welfare within our workplace.

The most important thing in any organisation is staff and staff welfare. Get that right and everything else is so much easier. I am constantly challenging myself around ways to support welfare within our workplace.

I have recently relaunched the Eastern Menopause Group. This group allows officers and staff to get together to discuss day to day challenges and how we can support one another.

I have also recently been involved in the creation of North Wales Police Ladies' Football Club. As I say to my children, it's all about the taking part, however, I must convince myself



of that before each game! Our team is made up of officers and staff from across the Force and, albeit I might sound slightly biased, they are a great bunch of ladies.

We are in extremely tough times, post-Covid, alongside the current cost of living crisis which causes me to genuinely worry for us all, our children and the communities in which we live and work. Mental health concerns appear to be on the increase together with the day to day demands of life in general, people within and outside the organisation are struggling.

I have also struggled over the years with my own mental health and was diagnosed with ADHD in 2019 and dyslexia last year. I see my ADHD as sometimes being my biggest challenge but also my very own superpower. However, being aware of my diagnosis allows me to be kinder to myself.

I work with a fantastic team of colleagues and supervisors who provide me with more

support, guidance and understanding than I could ever have wished or hoped for. I know how important it is to feel supported in the workplace and it can be catastrophic if we get this wrong.

I know this introduction is meant to be about me, but I am BIG believer in acknowledging those around us that make a difference. I could not do what I am passionate about without the support of those I work alongside and for that I am grateful. I hope I can be that person for you in some capacity as your Federation representative and co-worker.

I recently come across the following quote from Simon Sinek which resonates with me: **"Leadership is not about being in charge. Leadership is about taking care of those in your charge."**

Stay safe out there and remember to be nice to each other, you never know when you have the power to influence or change someone's bad day.

A YEAR IN REVIEW: LOOKING BACK ON 2022

2022 was another really busy year! After the events of the past couple of years, we had been looking forward to a more settled year, but it definitely wasn't.

The way that we work has seen a permanent change, as it has for the whole Force.

In many ways, 2022 was no different to usual years in that it was another busy year for your local Federation, representing, influencing and negotiating on the behalf of all members, from those who are new in service, right through to those who are retiring.

In others it was, of course, very different, with two large mutual aid deployments - to the Commonwealth Games and the funeral of HM Queen Elizabeth II.

Meanwhile, the Police Bravery Awards, the National Police Memorial Day, and the Federation's annual national conference were held in a more pre-Covid format, which was warmly welcomed.

Recruitment continued apace in 2022, and we spoke to four new intakes of student officers, advising new officers what the Federation does for members, highlighting the special nature of student constables and Regulation 13, raising awareness of the Group Insurance Scheme, highlighting the features for all members, and providing details and benefits of the Police Treatment Centres and The Ben Fund.

The Force has moved to a format of fewer intakes, with around 35 in each cohort. All these new officers undertook their initial training in a hybrid format, with some learning from home and some in the classroom, a difficult ask (particularly as everyone's home learning environment is different), and we congratulate them all for their dedication and tenacity undertaking learning in challenging circumstances.

We have kept in touch with cohorts, allowing us to continue to understand the huge amount of work that we are asking our new officers to undertake. It's certainly not an easy ride, or an easy way to obtain a degree. It's an incredibly difficult juggling task, combining a full-time job with a full-time degree programme.

North Wales Police also welcomed the first cohort of new recruits who have completed a Pre-Join Degree in Professional Policing Practice. It's a different route into policing, and we will watch and support them as they progress through their probationary period, and throughout their careers.

More recently, since the Home Secretary announced that there should continue to be a non-degree entry route, we have been closely working with the Force to facilitate the development and ultimate delivery of a programme - exciting times! Additionally, we spoke to groups of new PCSOs and police staff, to let them know about the benefits of the Group Insurance Scheme package.

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

Last year the Federation 'attended' (mainly Teams) meetings both at a national and Force strategic level. These included - and this is not an exhaustive list: Promotions Board; Leadership and Culture; Wellbeing; Screening Panels; Force Executive Board; Financial Savings; Misconduct; Grievance; Welsh; Tactical Citizens in Policing; PSD; Employment Tribunals; Member Services, and Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

Post Covid we've been able to resume a schedule of surgeries for the police family. We've changed how we let you know about some of these surgeries, and also how you can book an appointment, which has been hugely successful, allowing more members and staff to speak to the right people to meet their needs.

We've still been pushing to achieve the best deal for you - from equipment to

member services, particularly important in these very challenging cost of living crisis times. We've continued our relationship with Perkjam, an exclusive customer perks platform which offers hundreds of discounts and offers to the North Wales Police family.

Our member services also include equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services. Visit <http://www.nwpolfed.org/memberservices/> and see what you can save, and make sure you sign up to the 'MSG Federation' email group to keep up to date with the latest offers.

We've continued to get great use out of our welfare van, and it remains a well-used and popular addition to our welfare offering. The van, which has a toilet, wash area, seating, hot water, sink and microwave, supports officers predominantly deployed to incidents where there are no facilities, such as scene preservation, major incidents and so on, to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities.

2022 was, again, a big year for mutual aid, with large deployments being sent to the Commonwealth Games in Birmingham and the funeral of HM Queen Elizabeth II in both Scotland and London.

We took the welfare van to the Commonwealth Games in July and August as part of a national Federation response, where it proved to be a very welcome facility for officers, particularly as the weather was so hot, and refreshment facilities often far from where officers were based.

In addition to handing out drinks and snacks, we supplied well needed shade under the awning, sunscreen and insect repellent. We were lucky enough to be deployed to welcome the North Wales officers as they arrived in Birmingham, including our first ever mutual aid group of Special Constables.

We were also honoured to be asked to take the van to London following the death of HM Queen Elizabeth II, and spent the day of the funeral at Charing Cross Police Station, where we saw more than 2,000



officers – all officers both lining the route in no 1s, plus the officers who were behind the barriers with the public all came through Charing Cross.

We've never seen so many police officers in one place, and all were so grateful for the serviced we provided. We completely ran out of food and drink and had to call on our colleagues from Dyfed Powys Police Federation to bring more stock! It was amazing to hear about the experiences of individual officers.

With welfare in mind, we continued to support the valuable PSA testing events across the Force. The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells. It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger.

A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer. Since 2019 the 12 events have seen a total of 1,195 men tested. So far we are aware that there have been 27 red and 39 amber results which flags concern over their prostate health.

North Wales has been a leading force in offering PSA testing, and the results show what an amazing success it has been.

National Police Memorial Day was held in Belfast's Waterfront Hall at the end of September. The families, friends and colleagues of fallen officers joined police chiefs, officers and politicians for an emotional service, attended by around 2,000 people.

A total of 66 North Wales Police officers/PCSOs were able to attend the Police Treatment Centres (PTC) in 2021, 70 per cent accessing the muscular-skeletal programme and 30 per cent the psychological wellbeing programme.

Bearing in mind the length of time that the PTC was closed due to Covid-19 restrictions, it's a significant number of attendees. In total 61 per cent of North Wales officers donated to the PTC in 2022, and it's worth pointing out that this number does not include the 2022 police officer and PCSO new recruits, who were eligible to 12 months free cover. It highlights just how valuable the officers of North Wales Police view the services offered by the PTC. It's an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty.

In 2021, North Wales Police officers

became eligible to join The Ben Fund. The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement. From its centre in the Ribble Valley, The Ben Fund is dedicated to supporting your physical and mental health and wellbeing, and with its financial hardship assistance, via grants, and the death in service grant of £5,000, it provides a unique care package that complements the PTC.

Attendance at the PTC and The Ben Fund is classed as duty time, and if you don't currently donate to the PTC and/or The Ben Fund, please contact the Federation office for more details.

In December we launched membership of the Northern Police Healthcare Scheme. We have been looking for a cost-effective private healthcare scheme to offer as a member service for some time, and NPHS was significantly cheaper than other options, while offering the same levels of cover as equivalent high street providers.

The scheme is administered by Northumbria Police Federation, and pays private expenses for treatment designed to cure or alleviate acute medical conditions or ailments and provides this private medical care to members. Plus, membership of the scheme also includes Police Treatment Centre membership for officers and frontline police staff (currently PCSOs, Crime Scene Investigators and Civilian Detention Officers).

And, scheme members also have the opportunity to rent The Northern Police Healthcare Scheme barn conversions in Wandylaw, Northumberland at vastly discounted prices. If you would like to find out more, or submit an application to join the scheme, visit <http://www.nwpolfed.org/northern-police-healthcare-scheme/>

Our Group Insurance Scheme had 1,967 police officer and police staff members at December 2022. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy.

To give you an idea of how our members benefited from the scheme, in 2022 members called out the motor breakdown service over 200 times, there were claims for life insurance, critical illness, court compensation and 34 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres).

GP24 was a new aspect of the Group Insurance Scheme in 2019, and 71 members

used this service between January and the end of the December 2022. Membership of the Group Insurance is open to all police officers and police staff, and if you would like to join please contact the Federation office.

We've continued providing the popular and important pre-retirement seminars to officers and staff. 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.

Due to increased demand, we held five two-day courses in 2022. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

In the summer of 2022 Special Constables became eligible to join the Police Federation of England and Wales (PFEW). This significant change finally enabled Special Constables to have the same support and representation as their full-time colleagues.

PFEW has long argued that our valued volunteering colleagues, who are subject to the same risks and conditions as full-time members, should have equity of access to the same protection and support.

After all, a Special Constable is required to undertake a minimum of 200 hours of operational duty every year, spread over a minimum of 16 hours per month. This means that 9,174 Special Constables of England and Wales devoted more than 1.76 million hours over a year supporting the police in the protection of the public.

We were delighted that North Wales Police and Crime Commissioner Andy Dunbobbin upheld his election commitment to fund Federation membership for Special Constables, one of the first in England and Wales to do so. If you are a Special Constable, and not yet a member of the Police Federation, you can find out more, including how to join, at <http://www.nwpolfed.org/special-constables-can-now-join-the-police-federation/>

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

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





The Police Treatment Centres

For as little as £4.50 per month you can access our class leading residential Physiotherapy and Online Physiotherapy Outpatient services, as well as our new Wellbeing Programme designed specifically for those who have retired from the Police.

Even if you were not donating as a Serving Officer you can still sign up to donate!

Take a look at our website for more information:

www.thepolicetreatmentcentres.org

Self-Catering Cottage Castlebrae

The Self Catering Cottage sleeps a maximum of 5 guests plus a travel cot on a self catering basis. Castlebrae is situated in the quiet area of Perthshire, the cottage is a great base for exploring with family and friends.

Rates are from £250 for a weekend, £500 for a full week on a self catering basis.

To make a booking please call 01764 664369



May Lottery Superdraw!!



Our special Superdraw will include...

- £2,000 top prize (alongside 6 other cash prizes to be claimed)
- A Tour of the West Yorkshire Police Carr Gate Operations Centre (Horses, Dogs, Public Order Training) in Wakefield
- A Tour of a National Police Aviation Service base of your choice

To sign up or increase your current number of entries in the draw, simply visit

www.thepolicetreatmentcentres.org/fundraising/lottery!

This Spring, sign up to The Big Step Challenge for the PTC.



Pick your level of Step Challenge, and starting 15th May you will have a month to complete them and raise money for the PTC!

Find out more on our website and social media

Whether you want to explore the beautiful Yorkshire Dales or Perthshire countryside or just get involved with the plentiful activities on offer in each area, our two Centres have something for everyone.

Weekend Bed & Breakfast from £120 per double and £100 per single room.

Friday & Saturday night inclusive T&Cs apply



To find out more: www.thepolicetreatmentcentres.org or call 01423 504448

All dates are provisional - please check before booking

www.thepolicetreatmentcentres.org

@PTCentres - The Police Treatment Centres



Registered Charity No. 1147449

OSCR Registration No. SC043396

Companies House No. 07822534

RYAN TO BE REMEMBERED WITH CHARITY FOOTBALL MATCH

Wrexham Police FC will play their next fixture in memory of former North Wales Police officer Ryan Donaldson.

PC Donaldson, who had worked as part of the Wrexham Rural policing team since 2018, tragically died in December.

The police side will take on Supporting Charities FC – a team comprised of celebrities and ex-professional footballers.

To be played on Sunday 12 March, the friendly game will be hosted at The Hollingsworth Group Stadium in Broughton.

All proceeds from the match will be donated to the Police Treatment Centres, a charity providing support to serving and retired officers who have experienced illness or injury.

With his side having raised more than £1,000 for North Wales hospices from previous fixtures, Sergeant Dave Smith hopes their charitable endeavours will continue in earnest.

He said: "First and foremost, this game is being arranged to honour the memory of PC Donaldson who was highly respected and well-liked by his colleagues.

"We feel it's important to pay tribute to him and for us to remember that we've lost a member of the policing family.

"The fact that we've managed to raise

important funds for local charities previously gives us the motivation to do it again for other good causes.

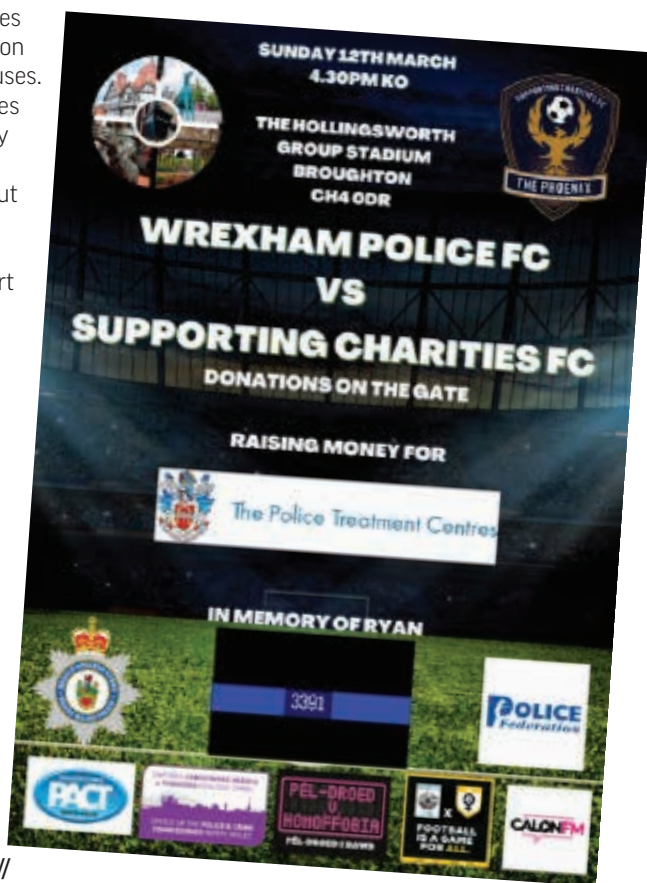
"The Police Treatment Centres are a good example of that. They offer rehabilitation services for officers with physical injuries, but just as important is their psychological wellbeing programme, which offers support to those with stress-related conditions, anxiety and depression.

"We approached the Supporting Charities FC organisation and we were delighted that they've taken us up on our offer.

"It's a game we're all really looking forward to and I hope we get a good-sized crowd along on the day to show their support."

Kick-off for the game is scheduled for 4.30pm, with donations to be collected at the gates.

Anybody wishing to make an online donation can use the following **JustGiving** link: <https://tinyurl.com/2cpukbu3>



SMALL INCREASE TO INSURANCE SCHEME SUBS

The Group Insurance Scheme policy, providing comprehensive cover for those who subscribe to the scheme, was renewed on 1 March 2023. Unfortunately, due to increased costs for life, travel and legal expenses insurance, it has been necessary to increase subscriptions. The new monthly subscription for serving members will be £25.20.

There are a few changes to the policies.

General

- The serving scheme is now extended to age 70
- There is a new category for retired officers aged 70 – 74.

Personal accident (serving members only)

- Hospitalisation changed to unplanned only
- HIV/Hep B removed
- Dental changed to accident basis on member only.

Travel

- New policy no. FA4090AHA232
- Maximum age extended to 75 years for members and partners to accommodate the new retired member category
- New car hire extension cover section.

Legal expenses

- Employment cover removed from policy.

Vehicle breakdown

- The service will remain with Call Assist but there is a new phone number to contact them which is shown in the booklet.

All documents are available on the Federation website: www.nwpolfed.org/group-insurance-scheme

If you have any questions, please contact the Federation office or Philip Williams and Company on **01925 604421** or at enquiries@philipwilliams.co.uk

If you have the separate partner cover under the scheme, please note that partners are not covered under the scheme upon reaching their 70th birthday.

If your partner is no longer eligible, please contact the Federation office.

NEW POLICE STATION IN LLANRWST

We have visited the new police station in Llanrwst, to see how things are progressing.

The station will be in the Glasdir building, close to the existing station. It will provide modern facilities for the officers based in Llanrwst, replacing a 1960s building that is no longer fit for purpose.


The work is coming along well, and the local officers who joined the visit in early February were impressed with the facilities.

The new station is due to be completed in March 2023, and will have a modern office space, interview room, well-equipped locker room and a quiet room.

We'll go back and visit as the building is completed, to check out the final refurbished station.





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Legal Services for North Wales Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of **our commitment** to supporting those whose vital work supports us all includes a prompt **initial consultation - free of charge**.

We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process**.

Our family and divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

Other Legal Services

- Wills, Trusts and Probate
- Corporate/Commercial
- Personal Injury
- Employment Law
- Insolvency
- Dispute Resolution and Civil Litigation
- Commercial Property

DAN AIMS HIGH WITH FUND-RAISING CHALLENGE

The Skyscraper Challenge is an epic first of its kind event taking place in London in September this year.

It's been organised by the London Landmarks Charity Group which organises charity events throughout the year.

It is a huge physical and mental feat which starts off with a Tower Run, involving running up a 42-floor skyscraper - The Ledenhall Building - famously called The Cheesegrater. There are over 1,000 steps, above 200 metres high.

The next part of the challenge, which takes place on 9 and 10 September involves participants zip-wiring from The Cheesegrater, 130 metres across to another famous skyscraper - The Gherkin.

Dan Baker, a PC from North Wales Police, will be taking on this challenge in support of Tommys - The Baby Charity.

"For the past few years I had been struggling with my mental health from a collection of things that had built up over the years and I'd been looking for something to challenge myself and test me both physically and mentally," he explained.

"When I saw this challenge advertised I knew this would be something to take me completely out of my comfort zone and push me to the limit - giving me a goal and focus. I am training hard throughout the year in order to prepare for this. I am in the gym regularly, and also part of the North Wales Police BJJ (Brazilian Jiu Jitsu) team



Scaling the heights - Dan Baker.

and each month will be taking on different fitness challenges to help raise more money on my JustGiving page. For example, in February I am running 5k a day for 21 days wearing a weighted vest and in April I will be competing in my first ever amateur Brazilian Jiu Jitsu submission fight.

"In May I am hoping to take part in a triathlon and also complete The Welsh 3000s Challenge.

"I need to make sure I'm physically and mentally fit and ready to take on this challenge and it has certainly given me the drive and push I needed to fight demons of

self doubt that were starting to gain a foothold in my head.

"I am supporting Tommys - The Baby Charity - which is a charity close to my heart. I am a dad of two beautiful boys but my wife and I have also had to deal with the struggle of losing a baby to miscarriage and the pain and feeling of loss it leaves with you.

"I am also dedicating this event to my late sister who we lost in 2017. Throughout her life she was never able to walk or talk due to severe cerebral palsy and so I have vowed to make sure I live life to the limit as much as I can and this is a perfect example of that!"

Tommy's is a charity completely devoted to making the UK the safest place in the world to give birth. It supports families who have had to deal with the tragedy of miscarriage or still birth and also provides vital scientific research into miscarriage, still births and premature births. In 2020 there were 2,638 still births in the UK, and it is estimated that there are 250,000 miscarriages every year. Combined, that is just over 21,000 per month*.

*Source www.tommys.org

Please support Dan and donate if you can to his cause.

www.JustGiving.com/Dan-Jonathan

You can also find links to this and follow Dan's journey on Instagram: [therealdanbaker2.0](https://www.instagram.com/therealdanbaker2.0)



A bird's eye view of London.



Your family law representative Gabrielle Dugan

Slater and Gordon offer the following to Police Federation members and personnel:

- A free initial appointment at a time and venue convenient for you
- An expert team with over 20 years' experience of police family law cases
- A local family law representative for your area
- Discounted rates
- Confidential and professional service

"I recently had a consultation with Gabrielle Dugan for a family law matter which had been causing me a great deal of worry and stress. Gabrielle provided clear and concise advice, updated me on the law and how it may be applied in my personal circumstances. She was able to provide explanation in a clear, empathetic and professional manner which I fully understood. Very impressed."

Client testimonial

Contact Gabrielle Dugan to book your appointment today.

☎ 0330 995 5929

✉ Gabrielle.Dugan@slatertgordon.uk

IS THE COST OF LIVING CRISIS AFFECTING DIVORCE?

People are now feeling the financial pressure now more than ever, which can have an impact on your relationship. To understand the effect that the cost of living crisis is having on married couples, Slater and Gordon carried out research to understand how the current economic situation is affecting people's relationships.

What does the research show?

The research* shows that the cost of living crisis has added stress, with 40 per cent of those surveyed saying it has placed extra pressure on their marriage. Alarmingly, approximately one in three (35 per cent) say it has prevented them from starting divorce proceedings and is the most common reason preventing people from getting a divorce. Couples are more likely to stay together because of the cost of living crisis (35 per cent) than because they share children (33 per cent).

Although the cost of living crisis may be preventing people from progressing with their divorce, 54 per cent of people said they wished they had started divorce proceedings earlier. When asked why, 42 per cent said delaying their divorce caused more stress and anxiety, 29 per cent said it

had a negative impact on children and 27 per cent said it caused even more arguments. A quarter said delaying their divorce made the separation more toxic.

When it comes to why most couples get divorced, the cost of living crisis has seriously impacted struggling relationships, as 15 per cent said financial pressures were to blame for the end of their marriage. Almost one third (32 per cent) of those surveyed said their relationship ended due to simply falling out of love, with 30 per cent ending due to infidelity.

When should you contact a family solicitor?

Georgina Chase, head of family law at Slater and Gordon, said: "If you feel there is no chance of reconciliation and divorce is inevitable, it is important that independent legal advice is obtained from a specialist family solicitor as early as possible. This will enable you to know where you stand and allow you to make informed decisions. A constructive approach will potentially lead to a less acrimonious divorce, which is especially important when children are involved."

How Slater and Gordon can help

When choosing a family solicitor as a

member of the Police Federation, it's important to choose one that understands the complexities that can come when dealing with police officers and their family's needs including police pensions, child arrangements and finances. We've been advising and supporting officers for more than 60 years providing straightforward guidance to help you move forward with confidence.

As a Police Federation member, you have access to a free 45-minute family initial consultation. To speak to one of Slater and Gordon's expert family lawyers, please call **0808 175 7710**.

*Survey was conducted by asking 1,000 married people and 1,000 recently divorced people a set of questions.



FEDERATION SUPPORTS LATEST PSA TESTING SESSION

We were pleased to continue our support of PSA testing as Federation deputy secretary and treasurer Mel Jones joined Maria and the team in Force Headquarters.

Jacob Roberts-Macbeth organised a Brew and Bake for the event on 23 February, which raised an amazing £212.05 for Prostate Cancer UK.

PSA testing is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. It's a protein produced by normal cells in the prostate and also by prostate cancer cells.

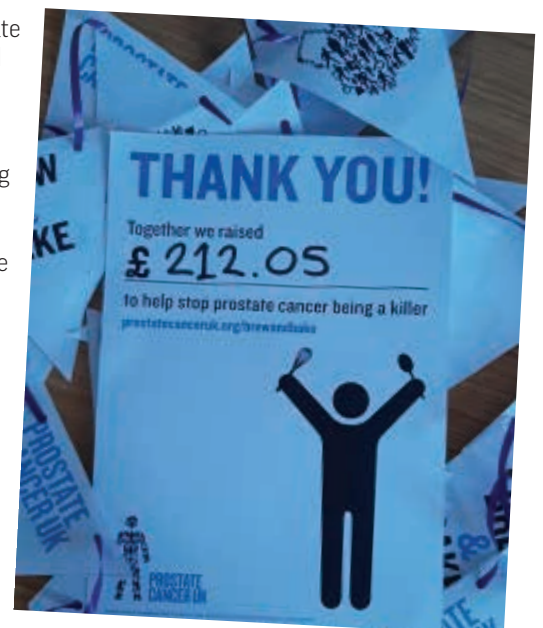
Those attending were given a blood test that measures the amount of prostate specific antigen (PSA) in their blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells. It's normal for men to have a small amount of PSA in their blood, and the amount rises

slightly as men get older and the prostate gets bigger. However, a raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer.

North Wales Police has been offering PSA testing to men aged 40 and above since 2019. The events have been very popular, and up to the end of 2022 have seen a total of 1,195 tested. So far, we are aware that there have been 27 red and 39 amber results which flags concern over their prostate health.

The next PSA testing event will be on 4 May and will be in Denbigh, Mold and Llay.

North Wales Police have been a leading force in offering PSA testing, and the results show what an amazing success it has been.



PERSONAL INJURY CLAIMS UPDATE

By Jonathan Belcham of Ralli

In this edition, I thought I would provide a reminder of advice that I have given previously. It concerns queries or instructions that I regularly receive where police officers have been injured during the course of an arrest.



Often injuries are sustained while an offender is resisting arrest. The offender was not intending to cause injury but in most cases this 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 have occurred within the meaning of the Criminal Injuries Compensation Scheme of 2012.

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. You have two years to lodge a claim. 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 Criminal Injuries Compensation Authority (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.

In addition to 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 have I therefore 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.

You can apply through the Department for Work and Pensions (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 satisfied it is dealing with an accident in the workplace it 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 **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.

Don't forget that on and off duty accidents are covered by the Federation and that includes family and dependants. It's the only way you are likely to keep all the compensation that you are awarded. If you have such a claim contact your Federation rep to complete the relevant paperwork or for Road Traffic claims you can contact a claimline directly on **0808 1965 315** or request a call back on [pflegalassistance.com](https://www.pflegalassistance.com)

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

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We understand that behind every uniform, lies a person

REACHING THEIR GOALS

Back in January, the NWP Ladies Football Club won their match against Mynydd Isa Spartans Ladies FC. The team won 8 – 3, thanks to goal scorers Ruth, Maz, Dani, Em, Caz and Becky - who was playing her first match with the team while currently going through PC training.

We had a chat with sergeant Sophie Ho to find out more.

How long has the team been established and how did you start?

It's coming up to a year. We formed in April 2022 and started in our first tournament run by North Wales Dragons in Bangor in July 2022. I had always wanted to start a ladies football team, however, I have really struggled in the past to make up the numbers. But it's just grown and I have plenty of interest now. Sarah Hughes-Jones (PC on NPT in Wrexham Town) helps me with the running of the team and the kit/funding and Caroline Davies (CSI) assists with the admin and the planning. But it is very much a team input in our response to things and how we do things – which I think has come from being a sergeant – lots of ideas are better than one!

Have any of you played football before, and where?

Some players are part of teams across Western, Central and Eastern, some have never played before and other ladies have popped back to play. There are also ladies who come and support from the side-lines which means a lot. We have some ladies who play for league teams such as Ruth and Emma, other ladies who play recreationally also and some who haven't played for teams before, however, I couldn't imagine them not on the team.

Does playing football and being part of a team help with the stresses and strains of policing?



The game against Mynydd Isa was nine-a-side, and everyone played really well. It was a competitive game which we enjoyed. Some had come to play after a 12-hour shift and put their all into it. Becky and Georgia - both new to the team - joined us that night and Becky scored!



I think so, it brings ladies together, we have a laugh, we support each other, and you get a sense of achievement from playing as a team. It also results in walking into different stations or training courses, and you know somebody because they're on the football team.

How often do you train together?

We haven't trained yet due to shifts, different commitments and the ladies having their own teams to play for also. With team members living across the Force, training has not been easy to arrange, however, we are hoping to start up in April onwards. Alison Heron and Enya Bellis are going to hopefully be arranging some park runs.

How many games have you had since you formed?

I would say around 10 games (one every other month-ish) and two tournaments. Our first tournament was the first time we ever played and I'm not sure where we even came in that. We were just happy to play. In

our second tournament, I believe we came joint third.

Who funds your kit?

UNISON funded our kit and we have placed the Safer Streets initiative branding on it to promote awareness of violence against women and girls.

Can you give a bit of background about the match?

The game against Mynydd Isa was nine-a-side, and everyone played really well. It was a competitive game which we enjoyed. Some had come to play after a 12-hour shift and put their all into it. Becky and Georgia - both new to the team - joined us that night and Becky scored!

If you're interested in joining, anybody is welcome – even just to try it out. There are a mix of ladies from various departments, some are Special Constables, others within their training to be PCs, some from control room, PCSOs, licensing, CSI and neighbourhood policing/response policing.

The team also has regular players who turn up to every game, which they complete in their own time. There's a tournament in the summer and the team are arranging training. If anybody is just interested in the training side for fitness they would appreciate the extra numbers. Contact Sophie for more details.



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:

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- ◆ 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



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Senior Partner Practice



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