

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



MARCH 2022



**BRAVE JOSH
HONOURED
AT NATIONAL
AWARDS
CEREMONY**

- see Pages 6 and 7

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Cover photo: Our Police Bravery Awards 2021 nominee PC Josh Stocker outside No 10 Downing Street.

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POLICING IS CONTINUING TO TAKE A BATTERING - BUT I APPRECIATE HOW HARD YOU ALL WORK

In his regular foreword to our quarterly magazine North Wales Police Federation general secretary and treasurer Mark Jones says the media's constant narrative is having an impact on members



By Mark Jones, secretary of North Wales Police Federation.

Welcome to the spring edition of *Your Voice*. I really don't like winter and the dark nights so it is encouraging when the days get longer. That said, as a former postman, it is in my DNA to wear shorts all year round.

There is no doubt that policing, and specifically our members, are continuing to take a battering. The constant barrage of negative stories coming out about the police service is relentless - some of them are justified, some of them are not.

The cumulative effect of this negativity is undoubtedly a causation impact upon

morale within policing. You only have to look at the results from the Police Federation pay and morale survey to understand that the alarm bells should be ringing. In North Wales 63 per cent of all respondents to the survey said their morale is currently "low". A heart-breaking 85 per cent of colleagues in North Wales felt that morale within the Force is currently "low".

Another significant factor is the total disdain in which the Government treats and "values" police officers when it comes to pay. I recently had an email from my electricity provider telling me that my annual bill would be going up £600 a year, and that will be combined with the planned National Insurance rise in April, the cost of inflation sky-rocketing and interest rates going up.

We are in a financial pressure cooker. Is it any wonder then that in the survey, 42 per cent of North Wales respondents report worrying about the state of their personal finances every day or almost every day? In addition, 12 per cent of respondents reported never, or almost never, having enough money to cover all their essentials. I have no doubt that this figure will continue to exponentially rise over the coming months.

I have written about the state of poor morale far too many times than I would like to but I continue to write about it, and will not stop, until the situation improves. In the interim, it is about us all accepting that morale is rock bottom, no ostrich-head-

burying and individually, and collectively, addressing it. Some things may well be out of the control of forces and Federation, but we have to make it clear that this epidemic cannot continue.

Trying to lighten the mood, I wrote in my last foreword about our 2020 Police Bravery Awards nominees, Matt Reynolds and Rich Shea, but this time I want to mention our 2021 nominee, PC Josh Stocker.

In December, we all went to London to recognise the outstanding acts of bravery our colleagues undertake. Josh well and truly earned his place at the awards with his incredible act of bravery in valiantly trying to rescue an elderly person from a burning house.

“ We are in a financial pressure cooker. Is it any wonder then that in the survey, 42 per cent of North Wales respondents report worrying about the state of their personal finances every day or almost every day?”

As part of the awards' festivities I had "volunteered" Josh to be interviewed by Adrian Chiles on BBC Radio 5 Live. He has not forgiven me yet! He did an amazing job recalling the tragic events, but he also epitomised why he, and every other nominee, deserved to be hailed in the way they truly deserved. You can read more about the 2021 Police Bravery Awards later on in *Your Voice*.

As we are now ploughing on into another year, which I have no doubt will be full of challenges, I wanted to reaffirm my total admiration at the work our members do, day in day out, to protect and serve the communities of North Wales.

I am sure chief officers will affirm that I am never one to hold back in meetings and will always passionately describe the realities of policing, not through rose-tinted spectacles but based on what you good folk tell me is going on. I appreciate just how hard you all work and it is with that that I remain proud to be in a position where I can make sure you get the representation you so richly deserve.



NEWSINBRIEF

OFFICER ASSAULTS: SCARS ARE LASTING

Police officers across the region just doing their jobs have been kicked, spat and coughed on in the line of duty since the coronavirus pandemic broke out.

North Wales Police officers - and the staff who support them - are routinely subjected to such abuse while trying to ensure members of the public remain safe.

"While it shouldn't be the case, it has unfortunately become a threat they risk facing when dealing with the public," says Mark Jones, general secretary and treasurer of North Wales Police Federation, "These assaults leave long-lasting scars that stay with officers both physically and psychologically."

FUNDING SETTLEMENT

The Police Federation's Welsh lead has joined a growing chorus of calls for the introduction of multi-year financial settlements for policing rather than yearly announcements.

Demands for urgent reform were sparked by the Government's settlement for 2022/23 which is going up £1.1 billion from the previous 12-month period to a total of £16.9 billion but fails to take into account soaring energy costs.

Welsh lead Nicky Ryan said she was in full support of Police Federation calls for a more efficient system that would help forces with their long-term planning.

Nicky said: "The settlement figure for the next financial year shows an increase of £1.1 billion on paper but in reality that money will just about cover the extra fuel and energy costs plus additional employer National Insurance contributions.

"Our members have faced incredible challenges in recent years and are just expected to get on with the job despite the toll that being pulled in all directions and heavy demand has placed upon them."

Find out more about the Welsh lead on Page 20.

NEW ACC

Chief Constable Carl Foulkes has announced the appointment of Chris Allsop as the Force's new Assistant Chief Constable.

Chris comes to the Force from Greater Manchester Police (GMP) where he was a chief superintendent.

He says: "I'm really excited to be joining the team and working towards making North Wales the safest place in the United Kingdom.

"In the build-up to the recruitment process, I had the privilege to meet so many dedicated, passionate and talented people who are focussed on serving people in communities across North Wales. I am looking forward to working alongside them."



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THE FUTURE IS BRIGHT - IT HAS TO BE!



By Vinnie Jones, chair of North Wales Police Federation.

Welcome to the first edition of *Your Voice* in 2022.

I am extremely proud to be writing this article as your North Wales Police Federation chair having been elected into the position in December 2021 by you, the members.

As many of you are aware, the role is not full-time so I will still be working alongside you, working shifts and having the appreciation of frontline policing which I believe is important and gives credibility. There are full-time positions within North Wales Police Federation and these, coupled with all our Federation workplace representatives, provide a strong team to represent, negotiate and influence where required.

When this edition is released we will be a couple of months into the new year and hopefully well on our way to a better and brighter future especially where Covid-19 is

concerned with the roll-out of more and more vaccines and boosters.

The last couple of years have been exceptionally difficult and challenging. Policing the pandemic has brought new challenges, new legislation and new demands both for operational policing and the administration behind the scenes that often gets forgotten about.

I feel the Force has done extremely well in these difficult times and this is down to all the hard work that has been done by YOU. Be proud of yourself – you've made it work.

Sadly, I am fully aware of the effects this pandemic has had on us and our families. It is us who will bear the scars and your Federation will work hard to nurture anyone affected back to full health.

It's important to reflect on difficult times and learn as we evolve and move forward. We have to move forward because we can't go back. You can't change your past but you can shape your future.

Looking ahead, I believe the future is bright – it has to be! Society as a whole has taken a blow and despite being knocked down, we get up, dust ourselves off and

have hope for the future. Pay and conditions - including pensions - must be a Federation priority for 2022.


The economy appears to be growing and, with the Treasury's finances increasing, it leaves the Government with little room to negotiate when it comes to police pay and using cost as an excuse when proposing a suitable remedy for the police pensions discrimination case.

The Police, Crime, Sentencing and Courts Bill is in the final stages of being passed and I look forward to it gaining Royal Assent as it contains many aspects of campaigns such as Protect the Protectors which your Federation has been working hard on.

Other issues covered, all of which are very personal to me, include better protections for emergency drivers, increased sentencing for assaults on emergency workers, a Police Covenant and the extension of our membership to include Special Constables.

So, we've hopefully got better times ahead, take some time to recharge, look after yourself and each other because together we are stronger.

“ I feel the Force has done extremely well in these difficult times and this is down to all the hard work that has been done by YOU. Be proud of yourself – you've made it work. ”

A photograph of PC Josh Stocker in his dark blue police uniform, standing in front of the black door of No 10 Downing Street. The door has the number '10' on it and is decorated with a large red and green wreath. To the right of the door is a black metal fence. The background shows a brick wall and a window.

PC Josh Stocker outside the famous door of No 10 Downing Street.

Josh showed incredible bravery to try to rescue an elderly woman when she was trapped in a burning house.

JOSH IS HONoured AT NATIONAL POLICE BRAVERY AWARDS

A North Wales Police officer who was nominated for a bravery award after crawling into a burning bungalow on his hands and knees to try to save an elderly woman still insists he was merely doing his job.

PC Josh Stocker (28) was the first officer on the scene, alongside PCSO Rob Antrobus, and arrived before the fire and rescue service to be told the pensioner was trapped inside.

Neighbours had tried to rescue the woman but were beaten back by the ferocity of the flames and smoke but, with no thoughts for his own safety, Josh went

straight into the burning building on his hands and knees.

Josh managed to pull out the woman, with difficulty, but despite the best efforts of the emergency services, she died from her injuries in hospital.

He was shortlisted for the Police Federation's Police Bravery Awards 2021 and attended the ceremony in London last December with his partner, Samantha. North Wales Police Federation general secretary Mark Jones and Chief Constable Carl Foulkes accompanied the couple to the event.

Earlier in the day they attended a Downing Street reception with fellow

nominees from across the country which was hosted by Home Secretary Priti Patel.

Describing the incident in an interview on BBC Radio, Josh said: "We had a call about a fire in a house with a lady trapped inside so we got into the car and blue-lighted straight over, we were probably only five minutes away.

"There were members of the public standing outside and I ran over to the bungalow and could see the lady's legs inside.

"I ran straight over and straight away could hear the noise of the fire.

"There were no firefighters or

paramedics there but I think some members of the public said they had tried to get her out.

"I could see her in there so I had to sort of crawl through the front door and grab her legs and try to pull her out."

Josh said he was splashed with molten plastic as he crawled through as the bungalow's guttering began to melt in the ferocious heat of the blaze.

He said: "The heat was ridiculous. It was like nothing I'd ever experienced before.

"I grabbed the lady's legs but she was stuck so I had to just keep pulling and I managed to pull her off whatever she was trapped on and just drag her out of the house until I could get her on the grass because I realised at that point the house could collapse or explode or something like that."

But despite the bravery award nomination and praise from colleagues and senior officers, Josh has sought to play down the courage he showed that day.

"People use this word here but I was literally just there doing my job," he said.

Josh, who is based at Abergele Police Station, suffered minor burns and the effects of smoke inhalation during his heroic rescue attempt, just after 4pm on 14 April 2020.

North Wales Police Federation deputy secretary Mel Jones said: "Josh showed incredible bravery to try to rescue an elderly woman when she was trapped in a burning house.

"He put his own life at risk to try to save the life of another and deserves to be recognised for this extraordinarily courageous display of selflessness in the face of extreme danger."

Josh has already received the North Wales Police Fletcher Award for Bravery for this incident. This is awarded annually by



Josh with his partner, Samantha, inside No 10.

the Force to an unarmed officer who has shown outstanding bravery.

Chief Inspector Alwyn Williams said he was "extremely proud" of Josh.

"Josh's actions, along with his colleague, were truly selfless and demonstrate how officers put themselves in harm's way on a day-to-day basis with the aim to preserve and protect lives in the community we serve to the best of their ability," he said.

And colleague Michelle Allsup said: "Having heard the radio communications of this harrowing incident, I feared for the safety of the officers involved and believe Josh went above and beyond his duty in attempting to protect and save life.

"I believe Josh showed enormous bravery in his selfless act. His actions in this incident are a fine example of a brave police officer."



Home Secretary Prit Patel addresses the Downing Street reception and (above left) shadow home secretary Yvette Cooper and (right) policing minister Kit Malthouse at the awards ceremony.



FEDERATION SURVEY HIGHLIGHTS THE REALITY OF LOW MORALE OF POLICE OFFICERS

A new Police Federation of England and Wales (PFEW) survey has highlighted the reality of low morale among police officers.

The 2021 pay and morale survey, carried out in forces across England and Wales in November, also revealed how officers feel they are not being paid fairly for risking their own wellbeing in the line of duty.

The survey has illustrated the increasing dissatisfaction with remuneration in policing, with 81 per cent of North Wales Police officers reporting that they are dissatisfied with their pay. This is up from 64 per cent in 2020. Additionally, 74 per cent feel they are financially worse off than they were five years ago, and 12 per cent are concerned they do not have sufficient funds to last from one month to the next.

A total of 94 per cent said they are not paid fairly for the stresses and strains of the job, and 88 per cent do not feel fairly paid for the hazards that officers face.

Last year, PFEW wrote a forthright letter to Downing Street expressing how the Federation membership feels towards the



**81 PER CENT OF
NORTH WALES POLICE
OFFICERS REPORTED
THEY ARE
DISSATISFIED WITH
THEIR PAY**

Government, demanding it overturns its pay award decision and calling for a fairer pay review system. To date, no response has been received. The results of the pay and morale survey clearly illustrate the anger and disillusionment of our brave colleagues and cannot be ignored.

The survey also evidences a growing crisis in the wellbeing and mental health of

those who head towards danger. In North Wales 63 per cent of respondents declared that they are suffering from low morale. This is higher than the national average. In addition, 85 per cent feel that the morale of the Force is low – an increase from 53 per cent in 2020.

Sadly, 95 per cent said that they do not feel respected by the Government, highlighting the negative impact of the Government's attitude towards policing and police pay. And, perhaps even more sadly, 83 per cent of North Wales officers do not feel that they are respected by the public they serve.

Mark Jones, general secretary of North Wales Police Federation, said: "Police officers are realistic professionals who fully understand the public purse is not a bottomless pit. But the sheer unfairness of being snubbed for a deserved pay rise, added to rising inflation, the effects of austerity cuts and the pandemic plus, of course, the forthcoming impact of the National Insurance increase, will not be forgotten by our 130,000 plus members across England and Wales.

"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

“ 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.

95 PER CENT OF RESPONDENTS FROM NORTH WALES POLICE SAID THEY DO NOT FEEL THAT THE POLICE ARE RESPECTED BY THE GOVERNMENT

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. "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.

People are our biggest and most valuable asset, and those in power need to realise if they continue to take police officers for granted the service will become less and less attractive as a worthwhile career.

"There can be little doubt police officers more than stepped up during the pandemic, when they faced rising levels of assaults and almost unenforceable legislation. The Government then saw fit to 'reward' colleagues with a zero per cent pay increase, using an inherently unfair pay review process which ignored detailed PFEW representations and was biased against rank and file officers.

"People are our biggest and most valuable asset, and those in power need to realise if they continue to take police officers for granted the service will become less and less attractive as a worthwhile career. 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."

REASONS FOR LOW MORALE

The survey asked respondents about the factors that had a positive or negative impact on their morale, the table below shows the proportion of respondents in North Wales Police who said a particular factor has had a negative impact upon their morale compared to the national figures.

	Negative impact on morale (North Wales Police)	Negative impact on morale (England and Wales)
Pay	87%	84%
Workload and responsibilities	64%	64%
Work-life balance	54%	58%
How the police are treated by the government	98%	95%
How the police are treated by the public	83%	84%
The COVID-19 crisis	74%	61%
Your pension	76%	73%

SATISFACTION WITH PAY

A total of 94 per cent of respondents from North Wales Police told us they do not feel they are paid fairly for the stresses and strains they have within their job, and 88 per cent said that they are not fairly paid for the hazards they faced within their role. Comparison of 2021 and 2020 figures for perceptions of fair pay in North Wales Police is provided in the table below.

81 per cent of respondents from North Wales Police said they are dissatisfied with their overall remuneration (including basic pay and allowances) and 73 per cent said they are dissatisfied with their pensions. Comparison of 2021 and 2020 figures for pay and remuneration in North Wales Police is provided in the table below.

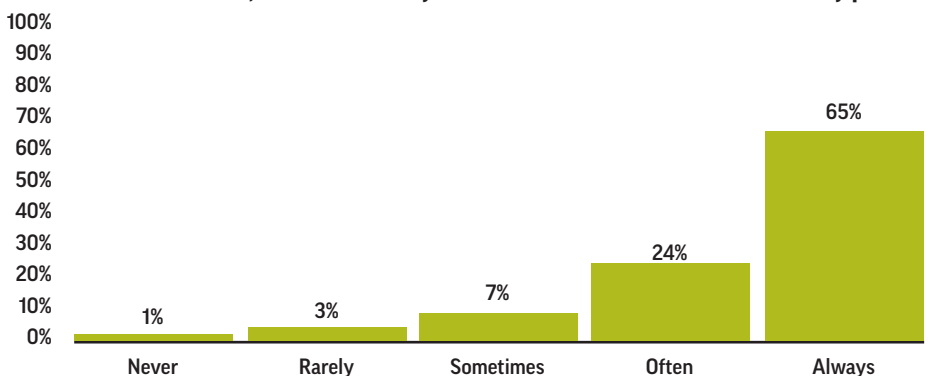
	2021	2020
Do not feel fairly paid for the stresses and strains of their job	94%	81%
Do not feel fairly paid for the hazards faced within their job	88%	74%

	2021	2020
Dissatisfied with total remuneration	81%	64%
Dissatisfied with pension	73%	59%

WORKLOAD AND WORKING TIME

Only four per cent of respondents from North Wales Police said they have either never or rarely been able to take at least one rest day per week in the last 12 months. This is compared to six per cent of respondents in England and Wales as a whole who said they have either never or rarely been able to take at least one rest day per week in the last 12 months.

Over the last 12 months, how often have you been able to take at least one rest day per week



59 per cent of respondents from North Wales Police said that over the last 12 months, their workload has been too high or much too high. This proportion is lower than the proportion of respondents in England and Wales where 63 per cent of respondents said that over the last 12 months their workload has been too high or much too high.

Just over a third (36 per cent) of respondents from North Wales Police said over the last 12 months they have often or always worked more than 48 hours per week. In England and Wales overall, 53 per cent of respondents said over the last 12 months they have often or always worked more than 48 hours per week.

NANSI PROVES A HIT

A new four-legged recruit has joined North Wales Police as part the national Oscar Kilo 9 Wellbeing Programme and is already proving a popular addition to the team

Cockapoo puppy Nansi has joined the North Wales Police family as part of a pilot scheme being run in Western to help build relationships and engagement in the community and also to support officers and staff as a wellbeing dog.

The Oscar Kilo Wellbeing and Trauma Support Dogs service aims to make wellbeing dogs available to all police forces that wish to have a dog as part of their wellbeing provision. The service currently has representation from several UK police forces and fire and rescue services whereby wellbeing dogs are introduced after officers have dealt with traumatic or stressful circumstances or as part of a de-briefing process.

Sergeant Non Edwards is leading the pilot scheme for North Wales Police. She's been working on the project - in addition to her full-time role as an NPT Sergeant - since May 2021, undertaking a huge amount of research and planning.

"Nansi is the first wellbeing and community engagement dog for North Wales Police," said Non, "She will form part of a 12-month pilot scheme looking at officer and staff wellbeing as well as part of our community engagement strategy to help break down barriers with hard to reach communities.

"Police officers and staff do a demanding and sometimes dangerous job, and in many roles are frequently exposed to trauma. There is plenty of evidence proving the physical benefits of having a dog, however, emerging research clearly shows the many ways in which dogs can provide support with mental health by creating a sense of calm, improving daily emotional and psychological stresses and helping people to deal with the impact of a traumatic event.

"A lot of work and training has been done with the Oscar Kilo 9 Wellbeing National Team to ensure we have the correct provisions in place to introduce a welfare dog in the workplace. We are extremely fortunate to have wonderful sponsors who have given their time, service and funding who will assist us with training and supporting Nansi throughout her career.



Canine capers in the office.

"We'd like to extend our thanks to Pets at Home in Bangor, Idris Morris in Llanddeiniolen, Caernarfon, trainer Mr Geraint Strello and Cibyn Vets in Caernarfon. There will be no cost to the taxpayer.

"Nansi has already received a very warm welcome at some of our police stations and I'm very much looking forward to seeing her develop and having her as part of our Neighbourhood Policing team in Caernarfon and Bangor where she will regularly come out on patrols with us and form part of our community engagement events."

We've already heard some wonderful stories of the positive effect that Nansi is having, and she's become a popular addition with officers and staff in Caernarfon.

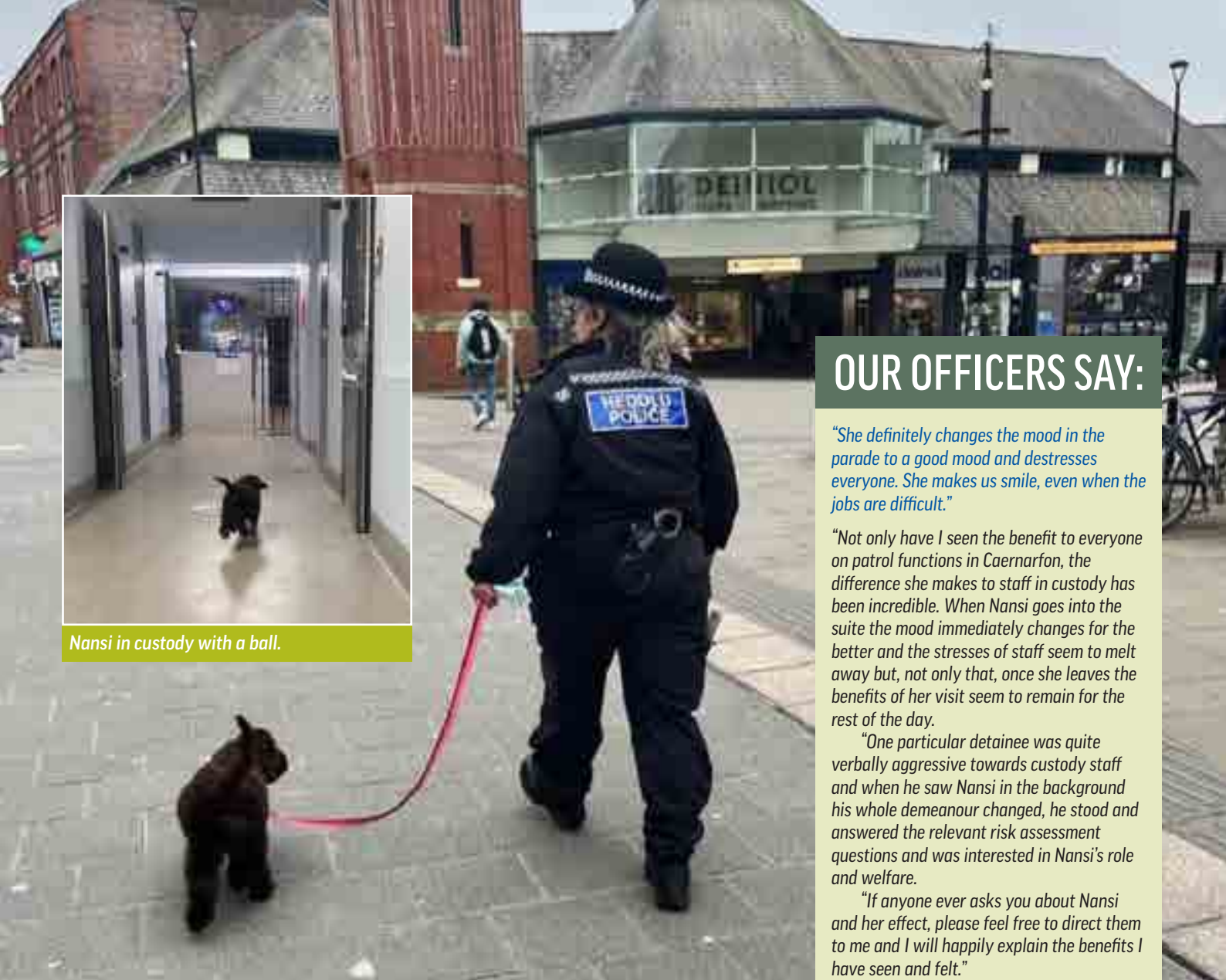
As one officer said: "She won't solve things, but she makes you pause."

This is something that is increasingly hugely important in the high stress and high impact environment of policing. Nansi has "attended" a fatal road accident critical incident debrief, helping officers and staff come to terms with what they've experienced, and she's becoming a familiar sight locally as she goes out on patrol with officers, engaging with member of the community.

She's also a frequent visitor in custody where her presence is already diffusing some



Sgt Non Edwards with Nansi.



Nansi in custody with a ball.

OUR OFFICERS SAY:

"She definitely changes the mood in the parade to a good mood and destresses everyone. She makes us smile, even when the jobs are difficult."

"Not only have I seen the benefit to everyone on patrol functions in Caernarfon, the difference she makes to staff in custody has been incredible. When Nansi goes into the suite the mood immediately changes for the better and the stresses of staff seem to melt away but, not only that, once she leaves the benefits of her visit seem to remain for the rest of the day."

"One particular detainee was quite verbally aggressive towards custody staff and when he saw Nansi in the background his whole demeanour changed, he stood and answered the relevant risk assessment questions and was interested in Nansi's role and welfare."

"If anyone ever asks you about Nansi and her effect, please feel free to direct them to me and I will happily explain the benefits I have seen and felt."

"When PC Nansi came in the room it brought everyone to their knees, even the so-called 'big tough' bobbies. They were smiling from ear to ear and trying to get PC Nansi's attention. Following that visit everyone's morale had suddenly lifted and the moaning and groaning stopped."

"People will have their opinions on the welfare dog but until you experience the joy she brings when she comes in to a room, you simply cannot comment."

"Managing welfare (can be) a very difficult thing to do. Having PC Nansi as an added tool to assist in improving the welfare of our officers can only be a positive thing and I look forward to utilising her more."

"I can't really put into words the effect Nansi has on officers working at Bangor Station, you have to be there to see what I mean. She instantly lifts the mood of everyone as soon as she walks in, having a little play and a cuddle with her gets you away from the 'paper work' for five minutes and once you've had a little break from it I find it motivates you to get back into it, she's definitely a tonic when you are feeling a little stressed."

difficult situations in a way that words just can't.

The scheme has the full support of Chief Constable Carl Foulkes. He said: "Wellbeing is incredibly important in the workplace and particularly so after the challenges of Covid-19.

"We all know that policing has both a physical and psychological impact when we are seeing and dealing with harm and trauma on a regular basis. Over recent years police forces around the country have recognised the value of dogs in helping officers and staff with their wellbeing.

"It is hoped by introducing Nansi to the team will result in better support for officers and staff resulting in less sickness through to early intervention and support being given. I'm sure she will have a positive impact on everyone around her, she is a delight and we are so proud that we are part of this worthwhile initiative."

Mark Jones, general secretary and treasurer of North Wales Police Federation, said: "It is incredibly important that people feel they can talk about their mental health, particularly in a job that presents people with challenging and traumatic situations such as policing.

"Nansi will be able to offer some light relief from the often difficult job officers do, and anything that makes people feel positive and gets them talking should be encouraged."

A review at the end of the 12-month pilot will be completed to confirm the next steps with regards to a welfare dog provision across the Force. However, it is safe to say that Nansi is, and will continue to be, a permanent and important part of Team North Wales Police.

Further information at the Oscar Kilo Wellbeing and Trauma Support Dogs initiative is available via <https://oscarkilo.org.uk/ok9-wellbeing-and-trauma-support-dogs/>

Over recent years police forces around the country have recognised the value of dogs in helping officers and staff with their wellbeing.

FORCE SET TO INTRODUCE STAND-ALONE PROBATIONER TRAINING MODEL



By North Wales Police Federation workplace representative DCI Alun Oldfield.

As I enter my final year of policing, I have been looking through some very old documents. I found my Probationer Development Profile which at that time was a national document used to record the development of constables during their first two years of service.

Blood, sweat and tears when into completing this document and there was constant referral to self-assessment and tutor assessment. From memory, my intake was one of the first to actually use a Probationary Training Unit and there were a number of them across the Force - Wrexham, Rhyl and Bangor I think.

I recall at the time older and more experienced officers complaining about young officers being taken away from the frontline, and saying they should learn their skills on a Rota, the hard way!

At some point in policing those older officers got their own way and, for purely financial reasons, the Training Units were closed down. Policing has changed so much since that date and so much more is expected from officers and also their tutors.

I personally never agreed with returning officers straight back to rota and being

tutored as this meant tutors were working twice as hard and were having to also manage the probationers' development. While on paper this was achievable, the reality was far different. Not wanting to take anything away from these tutors who have worked so hard and have produced a fantastic workforce, the time has now come for change.

Last year a review of the Force model relating to tutors and the training and support provided to student officers during the "tutor phase" of their initial training was conducted by Superintendent Neil Thomas.

The review was required due to the issues identified around the tutoring that the Force provided. The Uplift Programme numbers together with the introduction of the Policing Education Qualifications Framework (PEQF) programme has resulted in considerable demands placed upon tutors, especially as our model used tutors working on response. Consequently, the retention and recruitment of suitable tutors was an issue and the impact on the overall quality of the tutor phase was clear to see.

The intake structure for student officers to manage 'Uplift' resulted in eight or nine cohorts arriving each year with the knock-on effect of overlapping intakes seen further down the line on the tutor phase, with very high numbers of new student officers arriving in waves. The outcome of the reviews was presented to chief officers in December which included options to alter our approach to both the intake structure and the tutor phase.

It has now been agreed that the Force will introduce a stand-alone Probationer Training Model (PTU) with dedicated tutors and tutor sergeants. This is a model that we had in place pre-2011 and many of us would have experienced all those years ago when we started in NWP. It is also a model that many forces have retained or are moving towards.

While the details are yet to be agreed, the model will include 18 dedicated tutor constables and sergeants across LPS. They are likely to be located in a single location in each of the three policing areas. The PTU

will be in place by June/July to manage the current January intake due to start their tutor phase on 25 July, and the recruitment into these posts will commence in March with training provided.

The intake model will revert to four per year with larger number of student officers in each. The benefit of this approach is the removal of overlapping intakes and reduction of demand on LPS in terms of tutoring. However, the PTU model will still reply upon "resilience tutors" on response.

While the dedicated tutors will manage the student officers, the number of agreed tutor officers against student officers arriving for the tutor phase, even with the new intake model, will at times see a ratio of one tutor to two students. The resilience tutors will assist but only by allowing student officers to shadow them during shifts and corroborating any witness evidence.

The tutors on rota have carried out a sterling job which often goes unnoticed, and is underappreciated, but the time has come for change and it's a real positive change.

While we were all wrapped up in Project 2011 and all the changes that it brought, some of them were not to the benefit of our most valuable asset, our frontline officers. The return of the PDU is so positive and will give our new officers a much better option to develop and learn in a controlled environment.

What next, we might even consider a File Prep Unit again?

Let's listen to our frontline officers and understand their needs more in future.

And just to show that I was in the PTU here is my joining photo!



EVERY LITTLE WIN HELPS



By North Wales Police Federation workplace representative Lewis Davies.

It's often asked, or even moaned: "What does the Fed do?"

So, to try to provide a bit of an answer, I've put my own spin on the catchphrase of a former employer to help describe what I've seen so far during my time as a Fed rep and it boils down to little wins.

Now, when I describe them as little wins, I do not mean to trivialise what that win means for the member involved, I'm just making the point that not everything that Fed reps do has to be on a large scale or attract a huge amount of discussion.

The little wins to which I refer mostly happen on a local level and don't come from a huge amount of training that give all the answers. Even the so-called quick hits, such as answering queries around regulations and rest day working, for example, can be counted as a win because that member getting the right advice and claiming all they are entitled to can be the difference of a fair bit of money into their wages. When we consider the impending rise of the cost of living that can make a huge difference.

More recently, I've been fortunate enough to be a part of some of the other local work including supporting colleagues returning to work and looking into changes that can be made to support them in work with everything from shift patterns to reasonable adjustments.

Prior to being a Fed rep, I had no idea how much this happened or indeed how hard the process can be at times. A mixture of line management not understanding what can, and should, be done and officers being left to find answers for themselves makes

things far more complicated than they need to be.

I understand there are targets for attendance and resilience that need to be met but a move away from the often too rigid approach to give a bit of flexibility works wonders and gives officers confidence to come back to work operationally rather than stay off or working from home and surely every cop back operationally is a benefit when things are so stretched on the frontline.

So, as I say, don't be part of the minority negative chorus who may refer to what the Federation has or hasn't done in the past, look at the little wins that our local reps achieve and then from there they move into positions like our new chair PC Vinny Jones or into a national position like Inspector Ceri Hawe and from there they can achieve huge change and results.

The Federation is better for these people and the Federation is better for all the little wins.

Stay safe all of you and hold the line.

The little wins to which I refer mostly happen on a local level and don't come from a huge amount of training that give all the answers. Even the so-called quick hits, such as answering queries around regulations and rest day working, for example, can be counted as a win because that member getting the right advice and claiming all they are entitled to can be the difference of a fair bit of money into their wages





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- // 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.

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- Call us on **0151 928 8597**

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

'RESPONSE OFFICERS ARE DOING THEIR JOB WITH ONE HAND TIED BEHIND THEIR BACK'



By North Wales Police Federation workplace representative Rob Jones.

Who are the police? There are numerous vitally important departments under the policing umbrella, but if you were to ask a member of the public who they thought the police were then they would describe a response officer arriving in a swirl of blue lights and the reassuring sound of a siren. These are the real police; the public face of the police. Everyone else is just there to support the frontline.

This may come as a shock to some but the frontline is breaking. They don't have the numbers. They don't have the training. They don't receive the support they need to make a difference.

Response officers are doing their job with one hand tied behind their back. They are battling through a pandemic, they are vilified by the media and they are unsupported by the Government.

Response officers can't work remotely from home and they can't socially distance. They also can't say no to requests from other departments or agencies, who claim to be stretched or short staffed.

There seems to be a very real denial of the demands placed upon these few officers.

There needs to be more focus on fixing the issues affecting them. We talk about

wellbeing and welfare, but are we really improving the working conditions that they face?

The number of officers deployed on response rotas needs to be urgently uplifted. We have the numbers in Force but a review should be conducted to establish if they are required in their current role or re-deployed to response.

It is becoming a daily task for inspectors to move officers between districts to cover shortfalls and to ensure safe staffing levels are met. This is clearly far from ideal and highlights the lack of resilience in terms of officer numbers when impacted by mandatory training or annual leave.

Her Majesty The Queen's Platinum Jubilee celebrations will provide an additional bank holiday this year. Bank holidays are traditionally some of the busiest shifts of the year, dealing with alcohol-fuelled crime and disorder but, time after time, we put balance sheets before officer safety and reduce staffing numbers.

This needs to change, cuts should be made elsewhere if it's purely about saving money. Public holidays are when we have an opportunity to be the most visible in our communities and provide the reassurance that we are out patrolling. Instead we are reduced to minimum numbers and effectively firefighting the calls as they come in.

Response teams are full of new in service and inexperienced officers, with the longer in service officers jumping ship at an alarming rate. This exodus is a direct result of the pressures on Response teams, which are initially bearable, but after time can start to cause stress which, in turn, can trigger mental health issues.

The frequency with which we attend disturbing and traumatic events will eventually take its toll and we need to be

alive to the warning signs of Post-Traumatic Stress Disorder (PTSD) and depression.

The knock-on effect for having rotas full of student officers is the lack of Taser and Method of Entry (MOE) skilled officers. There is a review of deployable MOE trained officers underway, but further trained officers are urgently required or lives could be lost.

Response officers are being prevented from being pro-active due to excessive RMS administration and file work demands. The process we currently use to complete reports needs drastically simplifying.

Officers are spending far too much time in the office as every event, no matter how the officer requests it to be closed, requires multiple entries to be input before it can be completed. Attendance at a simple incident can result in multiple additional occurrences being created all requiring reports from the officer and their supervisor. Time that would be better spent on patrol.

The relatively new disclosure rules introduced at the end of 2020 have shown no sign of being scaled back. Officers are consequently spending an increasing length of time completing files.

Before submitting this article, I read it through and thought it sounded too negative. My initial thought was to scale it back but that would just be denying the reality of where response policing is.

All the points I have raised are valid. All of the points need addressing.

Lose one officer from a rota to stress or illness and it increases the burden on the others. The knock-on effect from that could be huge. We need to manage the risk to our officers and ensure their safety and welfare is our primary concern.

Response officers are the core of our organisation and they must be supported and protected.

Response officers can't work remotely from home and they can't socially distance. They also can't say no to requests from other departments or agencies, who claim to be stretched or short staffed.

LOOKING BACK ON



WE GIVE AN OVERVIEW OF THE WORK OF NORTH WALES POLICE FEDERATION DURING 2021.

Well, what a year 2021 was!

After the events of 2020, we had perhaps hoped for a more settled year, but it couldn't have been any less so. It certainly didn't pan out as expected, and the way we work has seen a continued, and probably permanent, change, as it has for the whole Force.

In many ways, 2021 was no different to other years in that it was another busy year for your local Federation – representing, influencing and negotiating on the behalf of all our members, from those who are new in service, right through to those who are retiring.

In others it was, of course, very different, with several lockdowns, seemingly constant changes in Covid legislation to navigate, the Police Bravery Awards (2020 and 2021) held late in the year, a hybrid version of National Police Memorial Day, allowing many more people to view it online, and the national Federation

conference again cancelled in its traditional format and held online instead.



NEW OFFICERS

Recruitment continued apace in 2021, with Operation Uplift, and we spoke to six new intakes of student officers; advising new officers what the Federation does for its 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, from June, The Ben Fund.

All these new officers undertook their initial training from home, a difficult ask – particularly as everyone's home learning environment is different – and we congratulate them all for their dedication and tenacity in undertaking learning in

challenging circumstances.

We also visited the first Policing Education Qualifications Framework (PEQF) intake as they began the second year of their qualification, to allow us to find out first-hand how the programme is running, any issues for officers, and the realities of studying for a degree alongside being a full-time police officer.

It was eye-opening, and allowed us to understand the huge amount of work we are asking our new officers to undertake. It's certainly not an easy ride, nor is it an easy way to obtain a degree. The main message that we came away with was that it's an incredibly difficult juggling task, combining a demanding full-time job with a full-time degree programme. We also spoke to three groups of new PCSOs and police staff to let them know about the benefits of the Group Insurance Scheme.

WORKING WITH THE FORCE

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, particularly during the continually changing landscape of Covid-19.

This important relationship with the Force ensures that decisions taken by the organisation are subject to intense scrutiny to safeguard officers' wellbeing.

Last year the Federation "attended" (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; Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

MEMBER SERVICES

Due to Covid we've been unable to schedule the usual surgeries for the police family, but we've still been pushing to achieve the best deal for you – from equipment to member services. 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.

WELFARE SUPPORT

In February we took delivery of our welfare van, and it's already proved to be a well-used and popular addition to our wellbeing offering. The van, which has a toilet, wash area, seating, hot water, sink, microwave and so on, supports officers predominantly deployed to incidents where there are no facilities, such as scene preservation and major incidents, to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities.

2021 was a big year for mutual aid, with large deployments being sent to G7 in

Officers make the most of the welfare van facilities during a mutual aid operation.



Perkjam

Cornwall and COP26 in Glasgow, and our welfare van was available throughout both events, as part of a national Federation response, to support officers from all forces.

We were a welcome sight during the heat of June in Cornwall, where in addition to handing out drinks and snacks, we supplied well-needed shade under the awning, sunscreen and insect repellent.

Glasgow was a bit different, and much colder, and we found ourselves in more remote locations and extremes, providing hot porridge to officers at 5am outside Edinburgh; hot drinks, snacks, bathroom facilities and welcome respite to around 80 officers at Grangemouth at 11pm and some well-deserved treats to some officers after they rescued a member of the public who had fallen into the canal by the Falkirk Kelpies.

We continued to issue our popular welfare bags to all officers on mutual aid deployments. The idea behind the bags is to provide officers with a drink, snack and a few home comforts, along with answers to some frequently asked questions and contact numbers in case they needed the Fed while they are away on deployment.

The bags continue to be really well received by officers. If you've got any suggestions about what you would like to see in the bags, please get in touch.

With welfare in mind, we continued to support the valuable PSA testing events. The PSA test 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 someone has a problem with their prostate, but not necessarily cancer.

Since 2019 the events have seen a total of 907 men tested. So far we are aware that there have been 23 red and 56 amber results which flag concern over prostate health.



PTC VISITS

Despite Covid restrictions, 38 North Wales Police officers and PCSOs were able to attend the Police Treatment Centres in 2021, 68 per cent accessing the muscular-skeletal programme and 32 per cent the psychological wellbeing programme.

Bearing in mind the length of time that the PTC was closed due to Covid-19

THE BEN FUND

In June, North Wales Police officers became eligible to join The Ben Fund. Created in 1974, when Cheshire Constabulary, Greater Manchester and Merseyside Police brought together their independent welfare funds, it's now also available to officers in Lancashire Constabulary, Cumbria Constabulary, the National Crime Officers' Association and North Wales Police.

The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement. From their 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 interest free loans, and the death in service grant of £5,000, it provides a unique care package that compliments the PTC.

Attendance at the PTC and The Ben Fund



The Harrogate PTC.

restrictions, it's a significant number of attendees.

A total of 63 per cent of North Wales officers donated to the PTC in 2021, and it's worth pointing out that this number does not include the 2020/21 police officer and PCSO new recruits, who were eligible to have 12 months free, nor does it include any officer, PCSO or CDO who joined up during the amnesty. It highlights just how valuable the officers of North Wales Police view the services offered by the PTC.

The PTC is an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty. In 2021 they opened a state of the art extension to substantially enhance their psychological wellbeing provision at the Harrogate site. It's an impressive and valuable facility, that increases their treatment capacity, and has already been well used.

is classed as duty time, and if you don't currently donate to the PTC or The Ben Fund, please get in touch with the Federation office for more details.



Continued overleaf



LOOKING BACK ON

2021



GROUP INSURANCE SCHEME

Our Group Insurance Scheme has again seen an increase in membership numbers, with 1,914 police officer and police staff members as at December 2021.

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 2021 members called out the motor breakdown service more than 200 times. There were claims for life insurance, critical illness, court compensation and 15 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres).

GP24 was a new aspect of the Group Insurance in 2019, and 23 members used this service between January and the end of the November 2021.

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.

PROFESSIONAL SUPPORT

The Police Federation of England and Wales (PFEW) takes the training of your reps very seriously, so to allow training to continue, many courses were moved online when restrictions prevented face to face meetings.

While many missed the immersive experience and networking benefits of training with fellow reps from other parts of the country, the new approach ensured that reps – and particularly new reps – were fully prepared for their roles.

It also allowed those reps who previously found the commitment of three days in Leatherhead difficult to receive full training. It's been a steep learning curve, and the lessons learnt will help shape future training.

Looking towards 2022, we're looking forward to another busy year representing, negotiating and influencing on your behalf.



RETIREMENT

HEADING FOR RETIREMENT?

As you may know, the Force stopped providing pre-retirement courses a few years ago, and the Federation took over the responsibility to provide this important service for officers who were approaching a massive milestone in their working lives.

We held four courses in 2021, rising to the challenge and adapting the courses from online to socially distanced, and using new locations – depending on the restrictions in place at the time of each course. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.



KEEP UP TO DATE

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>

A SPECIAL INTAKE OF NEW OFFICERS



The new recruits.

A huge congratulations to the first Special Constable to Police Constable pathway intake who passed out from training in January.

Everyone on the intake had been a Special Constable with North Wales Police and they are now well on their way to starting as a PC in their designated areas – da iawn!

The group undertake all the same training as all other new recruits to North Wales Police, but have the added advantage of having experienced shift within North Wales Police while a Special Constable. Many Specials go on to join as full-time police officers, but this is the first time that North Wales Police have run a new recruits

cohort specifically for Special Constables.

North Wales Police Federation general secretary Mark Jones (himself a former Special Constable) said: "Special Constables are an intrinsic and essential part of the policing family and having a structured route for Special Constables to join as full-time officers, utilising all their knowledge and experience, is vital. A huge congratulations to all colleagues who have passed out from their training and good luck to them all in their career."

Unfortunately due to Covid, they were unable to have the usual ceremony with family and friends attending, however, one of the trainers did make them personalised fairy cakes to make it a special day for them.

“ Special constables are an intrinsic and essential part of the policing family and having a structured route for Special Constables to join as full time officers, utilising all their knowledge and experience, is vital.



Fairy cakes made for the day.

CERI LANDS NATIONAL ROLE

North Wales Police Federation workplace representative and equality lead Ceri Hawe has been voted in as the All Wales Additional National Women's Seat Representative on the Police Federation of England and Wales' National Council.

Ceri says: "I am thrilled to have been voted in to this role. I have 28 years' service in North Wales Police and for the last two years I have been the inspector on the newly-formed Workforce Representation



Ceri Hawe.

Team (WRT). This role has involved me immersing myself in the Equality Act legislation and using positive action support.

"I have been a Federation workplace rep for eight years. When we had rank boards, I was the secretary for the North Wales Police Federation Inspectors' Branch Board. For the last four years, I have been the branch's equality lead officer (ELO). I am also trained in misconduct and health and safety.

"I am a very busy rep who always engages in issues at both a local and national level. I am very vocal on matters that need addressing and am known as someone who gets things done. I have represented colleagues at all ranks for varying issues.

"I have a passion for equality, diversity and inclusion. In both my role as ELO and WRT inspector, I am always involved in actively progressing the equality agenda for not only females but B.A.M.E., LGBT+ and disabled colleagues.

"The Federation needs to be more representative and truly reflect its membership. I am keen to look at ways of doing this and to influence things at a national level. My experience and professional knowledge mean I am well placed to do this.

"I would like to see the Federation be more innovative in its use of positive action for all under-represented groups. For example, through the use of positive action support for under-represented groups applying for vacancies within the Federation to level up the playing field and show real action and support instead of platitudes."

Police Federation Welsh affairs lead Nicky Ryan.



WELSH LEAD DETERMINED TO MAKE A DIFFERENCE FOR OFFICERS

Nicky Ryan says she's determined to make a difference for officers right across Wales in her role as the Police Federation's Welsh affairs lead.

Nicky said: "I want to ensure that the differences that exist for officers based in Wales - which have been magnified by the pandemic - are the start of a much bigger conversation and educational piece of work.

"The differences that exist in terms of policing in Wales and policing in England need to be ingrained in everyone's thinking."

Nicky, who joined Gwent Police in 1996, spent seven years as a Police Federation workplace representative with the Force before taking on the Welsh lead role which also means heading up the Federation's Welsh Affairs Sub-Committee.

Nicky is only the third person to hold the Federation's Welsh lead position. The role involves leading on special considerations for Wales within the Federation and raising awareness of Welsh issues, as well as building relationships with key stakeholders such as Welsh Government, Senedd Members, MPs and police and crime commissioners (PCCs).

With a change in leadership at both the Welsh Chief Officer Group, now chaired by Chief Constable Jeremy Vaughan, and the Welsh PCCs group which is led by Daffyd Llywelyn from Dyfed Powys, Nicky will be attending meetings with both regularly throughout the year and is keen to forge working relationships with new additions to the chief officer teams across the Welsh forces.

MEETINGS WITH POLITICIANS

Since taking over as the Police Federation's Welsh lead in April 2021 Nicky Ryan has been reaching out to politicians to discuss the key issues facing frontline police officers.

Nicky has held a series of meetings with Members of the Senedd and Members of Parliament in Westminster, both in person and online, to highlight the areas that matter to members.

The meetings have covered a wide range of topics including making the Covid-19 vaccine boosters available to frontline



The meetings have been really interesting, informative and invaluable in drawing attention to the issues that face our members.

officers; the Federation's campaign for police disciplinary investigations to be concluded within 12 months; and priority NHS treatment for officers hurt in the line of duty.

Nicky explained: "I've drawn attention to the hard work and sacrifice of our members during the pandemic; their involvement in the policing of the 26th UN Climate Change Conference of the Parties (COP 26) in Glasgow and the valuable work of Special Constables. I've briefed politicians on elements of the Police, Crime, Sentencing and Courts Bill, which is currently going through Parliament and includes provision for a Police Covenant to ensure welfare of officers, police staff and their families is placed under regular Parliamentary scrutiny.

"The meetings have been really interesting, informative and invaluable in drawing attention to the issues that face our members. I'm looking forward to building on them and to catching up with politicians from across the political spectrum that I've not yet had a chance to meet."

PCC'S SUPPORT FOR FEDERATION

Dyfed Powys Police and Crime Commissioner (PCC) Dafydd Llywelyn has expressed his support for exploring opportunities for the Police Federation to have a stronger voice at quarterly meetings of the four Welsh Chief Constables and PCCs.

Mr Llywelyn was an invited guest to the latest meeting of the Federation's Welsh Affairs Sub-Committee (WASC) and gave a wide-ranging input, outlining his role, his priorities and his work liaising with both the Welsh Government and Westminster.

He likened the political situation to "straddling two horses to get the best deal" recognising that while policing and justice was not devolved to Welsh Government so many aspects of their work were under the direction of Members of the Senedd and therefore stating it was essential to work with both governments.

"Over the last 10 years, we have seen a maturing of relations between policing and the Welsh Government and that's a good thing," he said, adding that this relationship had seen the Senedd agreeing to cover half of the funding for PCSOs in Wales.

"We are trying to ensure police officers and the wider police family are not overlooked by the Welsh Government."

Mr Llywelyn is the current chair of the Policing in Wales Group made up of the four Welsh Chief Constables and PCCs. The group members meet quarterly and he revealed he had voted for the Police Federation and other staff associations to be invited to attend but others had opposed the move.

"I can't see why they wouldn't want the Police Federation in the room," he explained, "It is important for us to have this dialogue."

He encouraged the Federation to keep pushing for a place at the meetings, saying that this could improve the service forces provide to the public and also bring about changes from an employer perspective.

For more information about the role of the Welsh lead or WASC, please email Nicky at nryan@polfed.org

SPEAKING OUT ON ASSAULTS

The Federation's Welsh lead Nicky Ryan urged people to remember officers are human beings after new figures revealed eight assaults a day were committed against emergency workers in Wales during the first half of 2021.

Nicky spoke out after the latest data showed more than 1,360 such assaults were carried out between 1 January and 30 June 2021, including kicking, slapping, head-butting and verbal abuse. They ranged from common assault to serious pre-mediated attacks involving grievous bodily harm, and at least 21 of the incidents involved a weapon.

Assaults on police officers accounted for two thirds (67 per cent) of the total number, averaging 152 victims every month in the six-month period in Wales.

Nicky told BBC Radio Wales: "Every kind of physical violence has been exhibited by some members of the public towards our members - that's police officers and community support officers - and we regularly get called to incidents where other emergency services workers need our back-up and protection.

"What the public really needs to remember is that behind every uniform, behind every emergency services worker, is a mum, a dad, a brother, a sister, a wife, a husband - there is a human being there - and it is not right that my colleagues, or any other frontline worker, goes to work to be assaulted."

Nicky said violent assaults could have a devastating effect on the mental health and wellbeing officers and left some unable to work.

She explained: "The psychological impact of these assaults cannot be underestimated or understated. Many of my colleagues who have been assaulted in the past never got back fully to operational duties.

"The physical injury may heal but the mental injury never does - it always stays with you - and I also think what the public has to remember is that every time an officer is assaulted, that is one less officer to answer the next 999 call that comes in and it could be that person's family making that 999 call."

WHAT IS THE ROLE OF OPS PLANNING?



NWP is supported by fantastic Mountain and Lowland Rescue Volunteers that sometimes literally "dig us out."

WE PUT THE SPOTLIGHT ON THE FORCE'S OPERATION PLANNING DEPARTMENT WITH INSPECTOR COLM MCNELIS GIVING US THE LOW-DOWN.

The team exists to assist the Chief Constable discharge their duty under the Civil Contingencies Act 2004 and various other pieces of legislation requiring the police to plan for major incidents.

There is a range of legislation that covers everything from severe weather to nuclear incidents, Control of Major Accident Hazards (COMAH) Regulations (industrial sites that can go bang) to supporting the Local Resilience Forum (LRF).

It's a very wide and varied area of responsibility that places a lot of responsibility on each team member. It's a cheery mix of mass fatalities, Casualty Bureau and the more mundane checking of Drager breath test equipment, arranging calibration of lasers and ordering kit for RPU.

The most common way that we come into contact with colleagues is because we manage the public order capability for the Force and work with training department to ensure our numbers reflect our Force, regional and national commitments. We handle the pre-planned public order commitments which in NWP normally focusses on Wrexham FC which is a significant demand on the Force.

For example, PC Dave Evans is the Dedicated Football Officer for the force. Dave attends most of the home games and many of the away games if the host force request a spotter. It means working lots of

weekends and preparing football banning orders and supporting Silver Commanders in planning for the bigger matches. It is a role that involves intelligence gathering, detailed planning and operational deployments often far from home. Heidi Goldsack spent seven weeks policing Welsh football fans in Euros in France in 2016. Sounds cool, and the photo of Heidi looking after Gareth Bale and the boys suggests so, but it was a long time to be away from a young family and it was a tough call when she was asked on the phone by her four-year-old daughter: "Will I have to get a new Mummy now?"

We manage CBRN, (Bethan Hewitt) Protester Removal and Search for the Force and service mutual aid requests for everything from COP26 to the Commonwealth Games in July/August 2022. The first mutual aid requests for different roles have now been received and Bethan will work with duties to allocate staff once approved by a chief officer.

NWP has deployed staff for Disaster Victim Identification to Indonesia after the Boxing Day 2004 tsunami and trains a cadre of staff for roles related to mass fatalities. Officers deployed worked in extreme heat and humidity seeking to recover and reunite the bodies of the deceased to their loved ones affording the maximum dignity possible in the most horrific of circumstances. The staff generally felt that the role was one of the most

important and rewarding tasks they undertook in their policing careers.

A more recent and in Force example of this skillset being deployed was in March 2017 to the helicopter crash in the Rhinog Mountains in North Wales.

NWP deployed an officer was to the British Virgin Islands Deployment after Hurricane Irma in 2017 to support disaster recovery. As part of a larger UK policing team, PC Tom Brownhill undertook general policing duties, conducted arrest attempts, executed search warrants, dealt with live firearms incidents, prisoner watch in hospital and witness protection. An extraordinary and unexpected but rewarding change of scene from NWP Eastern area patrol duties.

How many officers and staff are there?

There are nine team members in total, one inspector, one sergeant, three police staff planners and three constables supported by a logistics officer. We provide a year round on call for the Force for major incidents and urgent mobilisation of specials resources – the sort of "London's Burning" scenario.

What areas do you cover?

Everything from fires and floods, across the Force area and to other forces if they ask for mutual aid which is authorised at chief officer level. Dave Parry is a Public Order Tactical Adviser and supports the planning for the larger events and directly supports Silver and Bronze officers on deployments.

We support counter terrorism policing and hold the Force response plans for "Going to Critical" and military aid to NWP if required. This also involves exercising and we have a number of events throughout the year on marauding terrorist attack, CBRN training events and a "boots on the ground" event.

The team has responsibility for planning for incidents at offshore windfarms and pipelines, and we even keep a bleary eye on space weather forecasts. It's on the national risk register so we have to worry about that too. Other areas such as leading on the relationship with our fantastic Mountain and Lowland Rescue Teams are a pleasure to support and we attend regular liaison meetings.

We plan and provide specialist counter terrorism co-ordination for protected people such as the Prime Minister and members of the Royal Family which happen more frequently than most colleagues will be aware of. For example, in January we had to arrange the visit of the PM to three locations in the Force (you probably saw them on the news) with 48 hours' notice of his itinerary in the same week as the same staff were planning and working on a two-PSU deployment at Wrexham FC.

What do you think officers and staff will be surprised to know about Ops Planning?

That if there is a major crisis involving loss of life of British nationals overseas each force takes it's turn to answer the emergency number that would appear on the TV news screens. This is a requirement on behalf of the Foreign and Commonwealth Office. Between 23 May and 26 June 2022 NWP will be the UK Lead Force for Foreign and Commonwealth Office support. This requires us to have a call handling team, also known as a Casualty Bureau, on standby and DVI resources ready to deploy with the support of the other Welsh forces.

Talk us through a typical day

While each member of the team has more than one portfolio to manage we all muck in when something big happens. During Storm Eunice four of us worked night and day to support the Silver and multi-agency response. There is no typical day. Many of the staff have been supported by George Foxton, our brilliant logistics officer who provides welfare and kit support during large deployments.

George is one of those colleagues who everyone is glad to see and demonstrates the sort of caring professionalism that is the envy of many other forces. George is retiring in 2022 so it would be remiss of me here not to extend our thanks as a team and the best wishes of all his NWP colleagues for the future.

What would you say to somebody considering applying to work in a role here - the best things and the biggest challenges?

The best things have got to be no EOELs, not being driven by an Airwave set but the



George with NWP PSU offices outside Ibrox Stadium during the COP26 deployment.



Because one can never be too careful...

challenge is the unusual level of responsibility delegated to each member of the team. When the phone rings senior officers expect a level of tactical advice and expertise on some really serious issues.

It's daunting and scary until you get used to it but the rest of the team will come

in as necessary to get the job done. The challenges are trying to keep the longer term emergency plans updated while responding to shorter term urgent demands. In that regard it's a similar challenge to other departments. And, did I mention that there are no EOELs?



NWP officers displaying the latest CBRN fashion.



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Which engine type is the most efficient?

Fuel prices have a nasty habit of going up when we would least like them to. One thing we can do to help ourselves is make wiser choices when it comes to buying cars. With more information at hand than ever before, you can *literally* make that cost go further.

We're here to look at the fuel efficiencies of different kinds of engines available on the market and see how they compare. Now there are more options than ever before when it comes to what powers your vehicle, it's important to consider what they'll cost us in the long run.

Petrol vs diesel

This argument is probably the most familiar one to all of us: the choice between a "sleek" petrol car or a "tractor-sounding" diesel machine. There's not much between the price of the two fuels at the pumps, with only a few pence separating them, so it comes down to other factors.

One thing to note is the size of the engines themselves. Petrol engines can be as small as one litre in size, while diesels start at a slightly larger two. Smaller engines mean smaller cars, which also mean a greater range. These smaller vehicles make great (and cheap) city runarounds, like the Seat Ibiza, which can get around 53 miles per gallon in town traffic.

According to the hard numbers*, however, the old adage holds true. Diesel engines offer better efficiency than petrol. In every situation - especially on motorways - diesel offers up to four more miles per gallon of fuel over petrol, making cars like the Audi A3 great for those regularly going up and down the country. That's the end of that, right? Of course not.

Reliability has to be taken into account, too. After all, a car's not very efficient if it's brought to a standstill. This is where diesel cars trip up, as their engines compress fuel at high pressures within them, meaning they're three times more likely to break down than petrol engines**, and cost 20 per cent more to repair. A diesel car's particulate filter can also

get clogged after extended periods of urban driving, making them less than ideal city cars.

So petrol vehicles win on reliability, but the raw numbers favour diesel, although there is another type of engine that trumps both.

Hybrid engines

Combining petrol and electric engines, hybrids famously outperform their mono-fuelled competitors. Using electric propulsion at low speeds, they're especially efficient in stop-start and urban traffic, with cars like the Hyundai Ioniq getting more than 60 miles per gallon. The difference isn't as pronounced on the motorway, but many of us will spend more time in towns than the open road.

It gets better: according to a Which? Survey, hybrid cars are even more reliable than petrol engines and, since they use petrol, consume the cheapest out of the two fuel types, adding to the savings. The cherry on top of all of this is the fact that they produce less CO2 than other types of internal combustion engines. These facts make them easy to recommend, especially since every new petrol car in the UK will eventually be a hybrid by 2030.

Hybrid engines come in a range of different types. There are three main ones you'll encounter.

Full hybrids are what people think of when mentioning these cars; a petrol car that charges large electric batteries and uses them to power the car at lower speeds. The Toyota Prius popularised this set up around the world, touting excellent range on a single tank of fuel and positioning itself as an eco-friendly vehicle.

Plug-in hybrid electric vehicle (PHEV) take this a step further, using much larger batteries to carry cars further electrically. These need charging to maintain their high fuel efficiency (using the same network as electric vehicles) but they can travel much further without burning petrol. The Hyundai Tucson can squeeze an extra 30 miles of range when fully-charged, with the engines and regenerative braking adding extra juice

to the batteries.

Alongside these two there are **mild hybrids**, which are similar to full hybrids, but the electric engines only supplement the petrol engine, not having enough power to move the car on their own. Interestingly, these are the only hybrid cars that can have manual gearboxes, since others require automatic drives.

What about electric vehicles?

Simply put, electric vehicles (EVs) are cheaper to run than all of the above. On average, EVs cost half as much per mile*** and have much more reliable engines because there's simply less parts to break. This is on top of their quieter driving experience and the fact that they're the only truly emissions-free engine on this list.

One of the biggest barriers many have is "range anxiety," but modern EVs can travel hundreds of miles before needing a charge. The electric version of the Hyundai Ioniq 5 hatchback can be fitted with a 73kWh battery, giving it a 260-mile range - the distance from London to Blackpool.

The problems are that, as of now, they have a higher up-front cost and the current charging infrastructure is having to keep up with an influx of new owners. At least for the price there are grants and discounts that the Government (and Forces Cars Direct Group) can offer to help, and manufacturers are rapidly electrifying their fleet. One of the most popular cars in the UK - the Vauxhall Corsa - has a number of EV trims that can help you make the switch.

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Visit <https://www.police.motorsourcegroup.com/NWPF>

* <https://tinyurl.com/2p8az87t>

** <https://tinyurl.com/4s3j5znz>

*** <https://tinyurl.com/5af55h45>



Then Home Secretary Sajid Javid addressed conference in person in 2018.

PLANS ARE UNDERWAY FOR THE 2022 POLICE FEDERATION CONFERENCE

The Police Federation's annual national conference will take place in Manchester in May.

The conference will take place on 17 and 18 May with delegates from across the country expected to attend.

In 2021, the conference was held virtually for the first time, and the 2020 event was cancelled all together due to the pandemic.

Mark Jones, general secretary of North Wales Police Federation, said: "The Federation conference has long been one of the highlights of the policing year, providing an opportunity for delegates from all 43 forces in England and Wales to come together, share their experiences and hear from some of the key figures in the police service.

"One of the key sessions of conference are the key note speeches of the Home Secretary and the national chair of the Police Federation. But there are also inputs from other stakeholders and from Federation officials.

"We will be taking a number of delegates to conference to represent our branch and will include reports about all conference sessions in the next edition of this magazine."

The conference is live streamed so you can also watch sessions.

Look out for more details about conference on our website and social media feeds.



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Wednesday 6 April 2022

09:00 – 10.00 Denbigh Police Station
10.30 – 11.30 – Mold Police Station
12pm – 1.30pm Deeside Police Station
3pm – 7.30pm – Llay DHQ

Please arrive hydrated



NARPO RECOGNISES EDNA'S BIG DAY

A total of 75 members and partners of the Flint and Denbigh Branches of the National Association of Retired Police Officers (NARPO) enjoyed an afternoon tea at the Beaufort Park Hotel, New Brighton, Mold, Flintshire.

The event, on 24 November, was the first social gathering since the start of Covid-19 and was partly a celebration of Mrs Edna Eyton's 100th birthday on 28 November. Edna is a member of the Flint branch and the widow of the late Sergeant Len Eyton. She was accompanied at the afternoon tea by her son, Peter, daughter Margaret and grandchildren.

Sadly, the president and vice-president of NARPO had to pull out at the last minute due to an urgent meeting. But, on their behalf, Richard Jones, chair of Denbigh branch and National Executive Committee (NEC) member for Wales, presented Mrs Eyton with a letter from the president, Richard Critchley, and a bouquet of flowers.

The event was compered by Helen Lloyd Jones, chair of Flint branch, and a



At the celebratory event are Richard Debicki, Deputy Chief Constable of North Wales Police, Richard Jones, chair of the Denbigh NARPO branch and NEC member Wales, Helen Lloyd Jones, chair of the Flint branch, Michelle Williams from the Flint branch, Mrs Edna Eyton, her son, Peter Eyton, and daughter Margaret Eyton Jones.

resumé of Mrs Eyton's 100 years was given by Michelle Williams.

Guests were entertained by harpist

Nerys Hewitt.

Also present was Richard Debicki, Deputy Chief Constable of North Wales Police.

BRANCH HOLDS FESTIVE GATHERING

The Gwynedd branch of the National Association of Retired Police Officers (NARPO) enjoyed its annual Christmas dinner at the Split Willow Hotel, Llanfairfechan, the first get together in two years.

Forty members attended, including the Deputy Chief Constable Richard Debicki, and excellent food and great company resulted in a thoroughly good time.

The event, on 8 December, was particularly enjoyable as the branch was able to formally acknowledge the services of two long-serving and distinguished life members of the branch with Larry Davies thanking both with some emotional and well-received words of appreciation.

Retiring secretary Trefor Edwards, 25 years a secretary to the branch, received a small gift as a token of members' gratitude.

Retiring chair Eric Evans, QPM, MVO, past national president of NARPO and chair of the Wales Region among other positions over the years, was awarded the title of Honorary Life President Gwynedd Branch in recognition of his long and loyal service to NARPO. He was presented with a certificate in recognition of his valuable contribution.

"We wish them both a long and happy retirement though I suspect both will continue to be loyal and regular attendees of NARPO events," said a spokesperson.



Members enjoy a festive lunch.



Honouring two life members.



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CLAIMS UPDATE

By Jonathan
Belcham of Ralli

In this edition, I look at frequently asked questions from our clients.

How long do I have to bring my claim?

It is essential that medical evidence is obtained and the matter is either finalised or court proceedings issued in most cases within three years of the accident date. However, this can sometimes be shorter and so the earlier you seek advice the better.

How long will my personal injury claim take?

All cases are different and that's why it isn't possible to provide you with a definite timescale. As a guide only, if the other party accepts that they are to blame for your accident within the first few months, and your injuries are not life changing, it is possible that your claim could be finalised within three or four months. However, if your injuries are more serious and/or the other party does not admit fault the claim will take longer.

What compensation will I get?

If you are able to prove that the other party was at fault for your accident, you are entitled to compensation for the pain and suffering caused by the injury. Remember that using the Federation to support your claim means that you receive all your compensation (typically most solicitors will deduct at least 25 per cent of your compensation payment).

In addition to compensation for your pain and suffering, you could be entitled to reimbursement of any out of pocket expenses caused by the injury such as loss of earnings, travel expenses, prescription



charges and medical costs. Depending on your injuries, you may be able to recover for future losses, such as future loss of earnings and private medical costs.

When will I receive my compensation?

You will usually receive your compensation within three to four weeks of your claim settling.

An insurance company have already offered me compensation to settle my claim, should I accept?

Even if at first your injuries seem minor they may still cause ongoing problems in the future and so it is not advisable to settle your claim without first obtaining medical evidence and legal advice on your injuries. Most settlements are final and you cannot revisit claims because your injuries do not resolve.

What is an interim payment?

An interim payment is a payment made by your opponent while the case is ongoing. At the conclusion of the claim this amount will be deducted from the final settlement.

How do I prove I was injured?

It is important that you report the accident to the person or company that caused your accident, as soon as possible, to ensure that an accident report is completed. You should also ensure that you seek medical attention from your GP or hospital as soon as possible. We will then obtain copies of your medical records and arrange for you to be medically examined by an independent medical expert in due course.

Will I have to attend a medical appointment?

Yes. Once we have investigated liability we will arrange for you to be medically examined by an independent medical expert. The expert will have access to your medical records.

Will I have to go to court?

If liability (fault for the accident) is denied, or we cannot settle the case by negotiation,

then the case will have to go to court. If it does you will have to attend. However, very few cases go all the way to trial and most are dealt with before it gets that far.

What if I am partly to blame?

You can still claim even if you were partly responsible, however your compensation may be reduced by a percentage according to the extent of contribution.

Can I receive help with treatment costs?

Yes. If liability is admitted then the opponents may agree to pay these while the case is ongoing. Alternatively, they may be claimed at the conclusion of the claim as part of any final settlement.

The Federation has always supported injured officers and will continue to provide support through the **Police Federation RTA Legal Assistance Service - freephone 0808 1965 315**. The service includes family members and off duty road traffic accidents. Accidents at work and elsewhere remain covered in the usual way and must be submitted through your rep or branch.

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.





The Police Children's Charity

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The new name for The St George's Police Children Trust - New Name..Same Fantastic Grants!

The Police Children's Charity is a registered charity which supports Police Families by helping to ease the financial pressures of bringing up children in the face of life-changing circumstances. These circumstances include the death of either Parent, or the Police Parent taking early medical retirement due to an illness or injury sustained on or off duty. The Charity also offers financial assistance to support the mental health and wellbeing of the children of Serving Eligible donors.

No amount of money can replace a Parent, but the financial support from The Police Children's Charity can make a real difference to the lives of children of eligible Police donors.

Our Support Can Include:

- **New Beneficiary Grant** – An initial payment of £1000 per child to provide immediate financial relief.
- **Weekly Support Allowance** – An on-going weekly sum paid for each eligible child throughout their education until the age of 19.
- **Seasonal Gifts** – A seasonal gift will be awarded twice yearly, in the summer and at Christmas, to all Beneficiaries.
- **Higher Education Grant** – Support towards a course of study in higher education. £1500 will be paid in three installments for each academic year, up to a maximum of four years.
- **School Leavers Grant** – For young people not attending university, a grant of £500 to support buying tools for an apprenticeship, work uniforms or other related equipment.
- **Child Counselling Grant** – Financial support towards costs of counselling to support a child or family through a bereavement or difficult time, up to a maximum of £1000 per child. Can be accessed at any time up to age 25.
- **Driving Lesson Grant** – Available to young people from ages 17 to 25 to help with the cost of learning to drive up to a maximum of £1000 per child.
- **Ex-Gratia Grant** – Support can be given towards one-off needs such as IT equipment for school, musical instruments or even tools for starting into employment.
- **Holiday Home** – The Charity can provide a one week FREE respite stay annually at our lovely holiday home in Harrogate. Any additional weeks can be booked at a discounted rate.

Grants available for Serving Police Donors:

Those in Eligible Serving roles must be current donors to the Charity to be eligible for these Grants.

- **Child Counselling Grant** - Financial support towards costs of counselling to support a child or family through a bereavement or difficult time, up to a maximum of £1000 per child. Can be accessed at any time up to age 25.
- **Ex-Gratia Wellbeing Grant** - Further support is available to all current donors to support the wellbeing & mental health of eligible children. This is capped at £2000 per child, except in the case of exceptional circumstances in which case a higher Grant may be approved by our Trustees.



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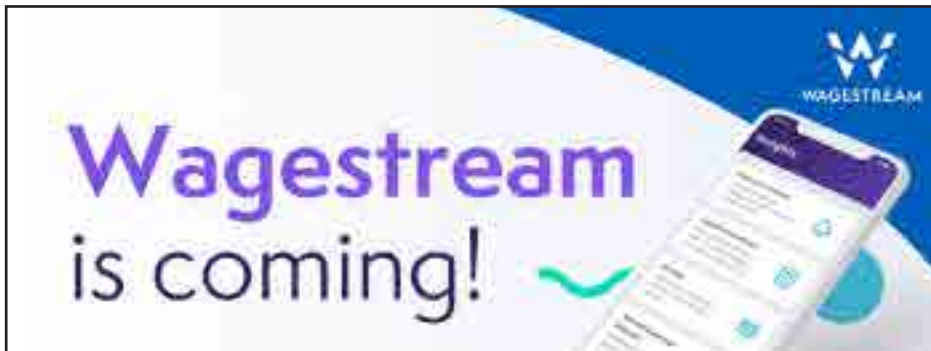


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WAGESTREAM OFFERS HELP WITH FINANCIAL PLANNING



We're thrilled to introduce Wagestream, North Wales Police's brand new employee benefit, is launching very soon!

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See the Wagestream page on the Health and Wellbeing intranet site (via the computer Desktop icon) for more information.

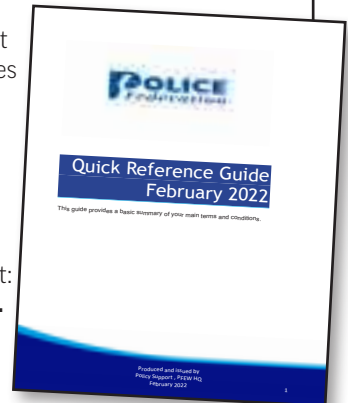
NEW GUIDE ON REGS

The Quick Reference Guide to terms and conditions of service has been updated, replacing the issue dated July 2021.

It has been updated, in particular, with reference to the pay award 2021, the revised targeted variable pay scheme and the payment of allowances while on maternity leave.

You can view the updated document at:

<http://www.nwpolfed.org/updated-quick-reference-guide-2/>



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