

# YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /  
North Wales Police Federation



March 2021



## Federation launches welfare van

– See Pages 12 and 13

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**Cover photo:** With the new welfare van are (left to right) Chief Constable Carl Foulkes, Federation branch secretary Mark Jones, branch chair Nick Hawe and Huw Jones, the Force's fleet manager. See Pages 12 and 13 for more details.

Photo courtesy of Katie Ellis.

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## Secretary's foreword

# Making officer wellbeing the top priority

**By Mark Jones**  
**Secretary of North Wales Police Federation**



**W**elcome to our first edition of 'Your Voice' for

2021. In preparation for writing my foreword, I looked back to what I had written 12 months ago. The words 'pandemic', 'coronavirus', 'Covid-19' did not feature anywhere. I don't think any of us expected the rest of 2020 to have changed so dramatically, or for that change to be ongoing now. The way we live, work and interact with other human beings has changed beyond belief.

The challenges for policing during the pandemic have been extraordinary. We had the five-mile rule, local lockdowns, pubs closing at 6pm but not serving alcohol, local exercise, a ban on 'non-essential' goods being sold in supermarkets, groups of 30 outdoors - but children not included in that number. I have probably missed so many but this list shows just how many times laws have changed, sometimes by the day, with little or no notice being given to policing.

What has been inspiring though is just how incredible our colleagues have been policing the pandemic; navigating the myriad of regulations and putting their own health and wellbeing at risk when responding to incidents.

We hear about there being 'light at the end of tunnel' and that comes in the form of vaccines. Personally, I have been impressed at the sheer scale of the vaccination programme. To hear of family and friends being vaccinated brings some relief and hope, however, my concern continues to come back to the health of our frontline police who are not getting that protection.

I am not here to question the scientific advice but it is evident that frontline police, by virtue of their role - and the vulnerable people that they inevitably come into contact with - are at a higher risk of contracting and spreading this killer virus. The Police Federation has been passionately campaigning to get policing the job as soon as possible. We have never wanted to bully or push to the front of the queue but it has been about getting the protections for those who ultimately protect us and our communities.

It has been a fractious relationship with the Welsh Government on this issue and, disappointingly and frustratingly, despite our direct letters and calls to Cardiff, we have been ignored and side-lined. This is unforgivable and gives us a flavour of how politicians truly feel towards the brave women and men who keep our communities safe, day in, day out.

Moving on to more positive news, you will read in this magazine that we have now officially launched our welfare support van. This is a huge step forward in promoting the wellbeing and welfare of our colleagues.

This bespoke mobile facility is now available 24/7 to be deployed to scenes of incidents and will be there for pre-planned events with the sole purpose of providing shelter and respite for colleagues. You can read all about it on the centre pages of this magazine but please be assured that I will never shy away and will always be incredibly proud of our joint efforts to make sure the wellbeing of our colleagues is always the number one priority.

As the days get longer and the weather hopefully starts to get warmer, my fingers are crossed that restrictions will ease, that you will be able to get some quality time with your loved ones, and maybe even get away for a holiday. I know I have a date booked for a posh coffee and a cake once restrictions allow! Stay safe.



# “We can’t all eat the elephant in one sitting”

By Nick Hawe, chair of North Wales Police Federation



I was on another online meeting yesterday when I heard the person chairing it come out with something I had never heard before: “We can’t all eat the elephant in one sitting.”

Now anyone who knows me will realise how much I love such sayings. A good way to get through some meetings is to play “Buzzphrase Bingo”. Soon you will actually smile when someone mentions “boiling the ocean”, “mission creep”, “pinging” or “touching base”. I seriously recommend this as a way to get more out of meetings “going forward”, because “at the end of the day” we need to “reach out” and embrace the “synergy”.

But going back to the unappealing dinner scenario... apparently Desmond Tutu once said: “There is only one way to eat an elephant: a bite at a time.”

What he meant by this is that everything in life that seems daunting, overwhelming, and even impossible can be accomplished gradually by taking on just a little at a time.

I had to use Google to find this out, but I was glad I did. I was then actually glad that the chair of the meeting had said it.

Currently, things do appear daunting, possibly overwhelming and, at times, they may appear impossible – but the message is that we can get through things slowly, but surely, by taking each day as it comes. It feels like forever, but Covid came into our lives and turned them upside down about a year ago.

Our lives have changed, both at home and at work, and we can be proud of how we have reacted and adapted.

We are very much a family as police officers – a team that works best together. We have found ourselves unable to work in the same way during this time, and that has been difficult. Even simple things like meeting for a meal or a break, which we have always taken for granted and have been a good way to unwind, have been taken away.

I saw this strange saying as a reminder to be there for each other. We have carried on regardless, coming to work and being there for the people of North Wales, while overcoming obstacles and variations in guidance and conditions along the way.

But we may not have had that chat with a colleague we used to pass and say hi to, because they are working from home or their office has been moved.

I look at my circumstances and I have moved from working daily in a busy DHQ, talking to countless colleagues each day, to a position where I often do not leave the house. Because of my roles, I am always in contact with people, and I have lots of online meetings where I can learn great new phrases.

But let’s have a think about those who we used to say hi to in passing. If it has been a while since we last spoke to them, then let’s take time out and do it. We have to be there for each other, just as much as we are for the public we serve.

We will get through this elephant eventually, by working as a team. Take time out to check up on those team members that we haven’t seen for a while – and ask them how they are doing. Hopefully, we will be able to see them more often soon.

## Federati to pr

The Government has again chosen not to protect police officers and their families by refusing to give officers priority access to the Covid vaccine in the next phase of the roll-out, according to North Wales Police Federation secretary Mark Jones.

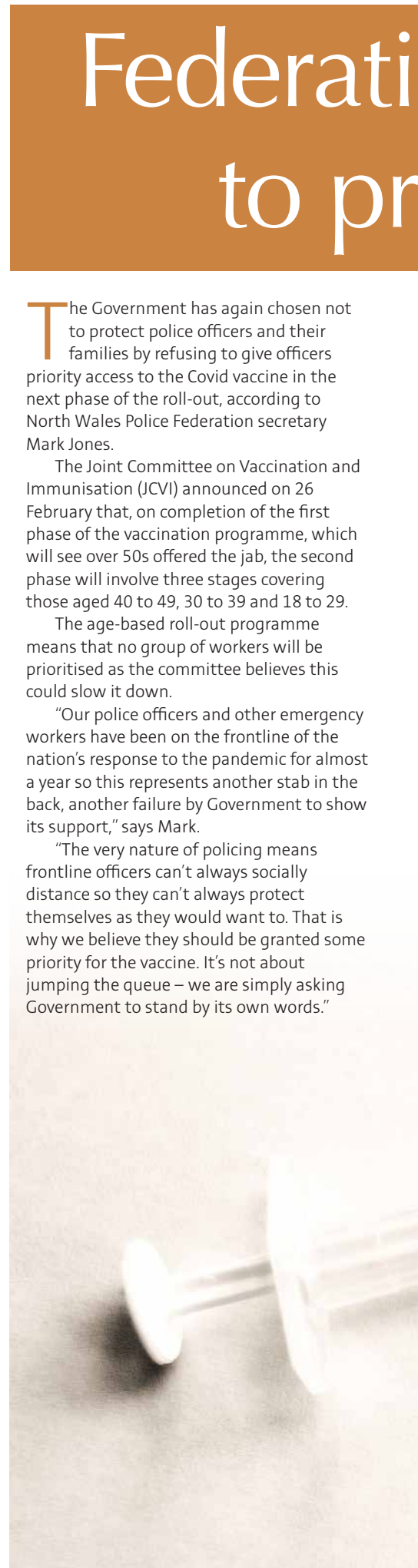
The Joint Committee on Vaccination and Immunisation (JCVI) announced on 26 February that, on completion of the first phase of the vaccination programme, which will see over 50s offered the jab, the second phase will involve three stages covering those aged 40 to 49, 30 to 39 and 18 to 29.

The age-based roll-out programme means that no group of workers will be prioritised as the committee believes this could slow it down.

“Our police officers and other emergency workers have been on the frontline of the nation’s response to the pandemic for almost a year so this represents another stab in the back, another failure by Government to show its support,” says Mark.

“The very nature of policing means frontline officers can’t always socially distance so they can’t always protect themselves as they would want to. That is why we believe they should be granted some priority for the vaccine. It’s not about jumping the queue – we are simply asking Government to stand by its own words.”

“THERE IS ONLY ONE WAY TO EAT AN ELEPHANT:  
A BITE AT A TIME.”



# on frustration over failure prioritise officers for jabs

National Federation chair John Apter called the JCVI decision 'a deep and damaging betrayal that will not be forgotten' and said the announcement showed a complete lack of understanding about policing the pandemic.

The Police Federation of England and Wales (PFEW) has campaigned for police officer vaccine priority and a number of Welsh politicians pledged their support after the four Police Federations of Wales joined forces to send an open letter to the First Minister of Wales, Mark Drakeford, accusing him of reneging on his promise to protect officers during the pandemic. They said he was treating them with 'contempt' by refusing to identify them as a priority group.

This was followed just days later by all 43 Federation branches across England and Wales sending another letter to the Governments in Cardiff and Westminster, condemning them for failing to protect frontline police officers and staff.

The Police Federation's Welsh lead, Mark Bleasdale, believes if officers cannot be given priority access, they should at least be on a daily reserve list for any unused vaccines that would otherwise go to waste.

He said: "The frustration level among frontline officers is high because they are not being given any priority in the roll-out of the jabs. But we are hearing of a wastage rate of

'only one per cent' which, based on 600,000 first dose vaccinations being administered, is still 6,000 doses that we firmly believe could have been given to frontline police officers and staff.

"We believe that 5,000 doses would deal with all frontline officers and staff in Wales. But in addition, the simple maths of prioritising police officers in Wales for a fortnight would delay the overall programme by just two hours.

"Now that the majority of people in the most vulnerable groups have been offered the vaccination, I believe there should be some consideration given to where other frontline workers should sit in the priority order and allowing them access to unused vaccines at the end of each day would seem to me to be a perfectly reasonable solution.

"We are aware that in some areas, reserve lists made up of members of the public are already in operation. Yet day in, day out, police officers have been on the frontline during the pandemic, serving their communities, carrying out their normal duties, responding to calls for assistance and helping uphold the lockdown restrictions. They cannot always socially distance and are therefore at increased risk of contracting the virus. They fear taking it back to their loved

ones and have concerns that they could be passing on the virus to others as they go from job to job. These people are helping serve and protect their communities and the Governments should, in turn, ensure they are protected too."

The outcome of a Senedd debate on 3 March, which was triggered by a petition of over 11,000 signatures calling on the Welsh Government to prioritise police officers in the vaccine roll-out, will be published later.

The petition was set up by the father of a police officer who contracted the virus and passed it on to his heavily pregnant wife, resulting in twins being born by emergency caesarean section a month prematurely.

"The fact that so many people took the time to sign the petition gives me hope that Government might actually listen and give officers the protection they deserve. We've been campaigning for months so it's about time our voices were heard," said Mark Jones.

He added: "Police officers have been praised for continuing to protect communities throughout this pandemic and even the Home Secretary said they should be prioritised. We simply want the Government to protect them, as it has done other groups, by giving them access to vaccines."

## Booking a holiday in 2021?

If you're thinking about booking a holiday, take a look at the Group Insurance Scheme pages on our website to read the latest advice from Phillip Williams & Co. They are regularly providing updates about what is and what is not covered when booking a holiday under the Covid restrictions. <https://tinyurl.com/y8u9eeqf>

# Roads policing – more than a speeding car and ANPR

By North Wales Police Federation representative Vinny Jones

Having been a roads policing officer for 12 years and 12 months (I'm not going to risk using the unlucky number), I've issued my fair share of tickets/TORs for excess speed offences and stopped countless vehicles as a result of ANPR markers. But roads policing is about more than speeding motorists and ANPR markers.

The role of a roads policing officer includes many specialist subjects, including but not limited to: tactical pursuit, tachograph and driver's hours analysis, VIP convoy driver/rider, Hazchem/carriage of dangerous goods, road death investigation, PG9, collision investigation, PSU driver... all of which require extra training.

The one area which training cannot fully prepare you for the role is that of a family liaison officer (FLO) and my hat goes off to all the FLOs – you have an incredibly difficult and emotional role and I personally don't think you get the true credit you deserve.

Roads policing officers deal with some of the most heart-breaking and horrific incidents we face in policing and it's imperative that we acknowledge and understand the personal impact this can have on ourselves and our colleagues. Trauma can affect us all and we need to create a culture that encourages officers to be open and honest about how they feel, recognising when they find something difficult. There is no shame in that. I have struggled. There have been times where I have hidden away from it and times when I have spoken up about it.

We all deal with trauma in different ways but I'm glad to say the support is there. The North Wales Police Wellbeing and Welfare Support Team offer an extensive amount of support and I'm thankful to the chief officer team for dedicating resources to make sure our wellbeing is looked after.

While our 'in house' wellbeing and welfare support team are amazing, you may feel that initially you would prefer to speak with someone who is completely



PC2601 Lew Williams is pictured receiving his Chief Superintendent's Commendation for his involvement in a difficult and distressing fatal RTC from by PS2979 Medwyn Williams in a coronavirus aware manner.

independent to the organisation and that's where the likes of Group Insurance Scheme Support 24 (<https://tinyurl.com/y7xvzkcs>), Oscar Kilo ([oscarkilo.org.uk](http://oscarkilo.org.uk)) and Police Care UK ([policecare.org.uk](http://policecare.org.uk)) can be an ideal place to start.

The national Federation's 'Hear Man Up, Think Man Down' campaign is also worthy of note, for far too long I heard my colleagues say to each other: "Man up and get on with it" or "Pull yourself together."

The drip feed of trauma that we are exposed to daily is immense and it will have an impact on all our mental health. Roads policing officers are in one of the highest categories for post-traumatic stress disorder

(PTSD) to become an issue. We have to do better for ourselves, all of us.

It matters not whether we work for LPS/OSS/CS/NPCC, we need to take more notice of each other and identify if one of us is struggling with our mental health. We need to have that conversation with each other; talking is where this begins, and we cannot shy away from that anymore.

We are always looking after others, supporting victims of crime, trying to prevent youths from offending/re-offending. Take some time to look closer to home – our second home, our police stations, support your colleagues and most importantly look in the mirror – look after yourselves.

## TV focus on roads policing unit

S4C are running a series of programmes featuring the work of the North Wales Police Roads Policing Unit during February and March.

The series started on Tuesday 16 February with episodes airing from 9 to 9.30pm each Tuesday until 23 March. Catch up on all episodes on the BBC iPlayer.

**Y Llinell Las (Documentary)**

Tuesday, February 16th, 2021 on S4C from 9:00pm to 9:30pm

A behind-the-scenes look at the challenging and dangerous work of the North Wales Police Roads Policing Unit, from secluded country lanes to the busy A55. (New, Subtitled)

Subscribe to digiguide.tv Premium and set email or SMS alerts for Y Llinell Las

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# How things have changed

By Sergeant Steve Prince, North Wales Police Federation representative



North Wales DC Nick Ellis has told how he was inspired to become a police officer and make a difference to people's lives following the murder of Stephen Lawrence.

In 18 months' time, I will be leaving North Wales Police – or, as John Cleese might say, 'I've run down the curtain and joined the choir invisible'. I will be an ex-policeman. This policeman will have ceased to exist.

Although I'm retiring, I don't plan to retire. Therefore I Googled, and other search engines are available, my day to day duties to see how my skills as a patrol sergeant translate to work outside North Wales Police.

Going through my skill set now, I'm fully conversant with the abilities required to be a competent office manager or administrative assistant or possibly a job in social care? I am probably the best paid admin clerk in the UK. Police work? Don't really get the time for that, sorry but things need to be linked and filed.

Day to day, I do feel more like David Brent than Gene Hunt.

It got me wondering about how things have changed since I joined nearly 30 years ago.

For a start, sergeants were feared and fearless; they led by example and they never, ever asked. I recall one probationer on receiving the instruction to put the kettle on advising the sergeant ever so politely that he drank neither tea nor coffee, the sergeant reddening at the cheeks replied at the volume of an F1 car: "I didn't ask you to drink it, I TOLD you to make it!"

In 1992, PPE was a 12-inch piece of wood kept hidden in your trousers.

Female officers wore skirts and carried handbags which contained their PPE - a six-inch piece of wood.

Personal radios were unheard of and we had a pool of battered and beaten blue plastic walkie-talkies that were so ineffective no one was too bothered if you went out without one, although without effective PPE or communication officers used to go 'hands-on' much quicker.

Only the most trusted and experienced officers got to drive cars, the rest of us

walked; whatever the weather and even if the job you had to go to was on the other side of town. I remember attending a "suspects on" call on the outskirts of town, stepping out into the road with the big No 1 stop sign and giving it the old "I commandeer this car in the name of the law."

The average shoplifter would be dealt with in an hour, the record was 21 minutes, that's from arrest at the scene (no MRU), travelling to the nick (on foot), booked into custody (on paper), interviewed (on tape), charged and bailed (without CPS).

There were no mobile phones and no social media, which meant people had to put their shoes on and leave the house to call someone a name. The victim then had to do the same and walk to the station to tell us they wanted them done. Needless to say no one could be bothered and we weren't troubled with such calls.

Shifts had double quick change-overs, nights to afternoons to mornings on consecutive days. By the last day, the station was like a scene from dawn of the dead with blank-eyed bobbies wandering aimlessly,

zombie-like in desperate need of sleep.

You couldn't buy your own home until you were married and had the Chief's permission. Police houses were rent-free but officers were transferred across the Force at short notice, I recall one colleague in Central being told "Congratulations, you're being promoted, well done, you start in Holyhead next month."

"But...I don't want to go to Holyhead, the kids have got exams in the summer."

"Well, if you don't want to go to Holyhead as a sergeant then you can go as a constable." Honestly, that's a true story.

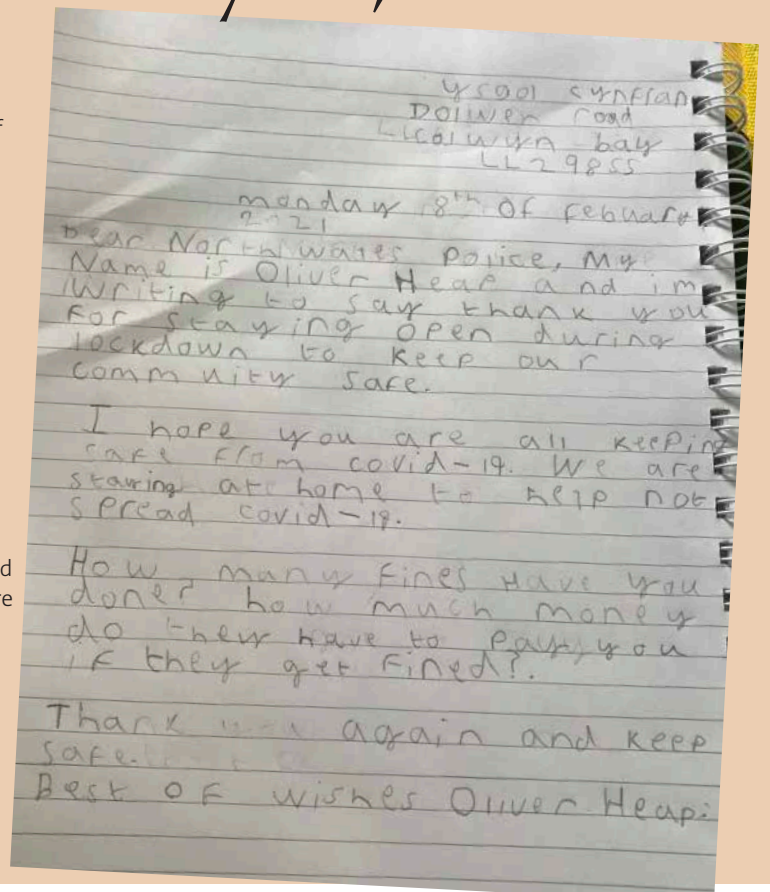
They certainly weren't better days but oddly, despite all of the above, they were less stressful and we had fun. We certainly spent more time on the streets policing and less time in the station writing about it. We knew the criminals, they were never customers, and they knew us because we were out daily 'engaging' with them.

Anyway, as I reminisce about the early '90s, it got me thinking about the changes to come in the next 30 years, I wonder how this piece will be written in 2051...

## Thank you, Oliver

A huge thank you to nine-year-old Oliver Heap of Ysgol Cynfran, Colwyn Bay, who sent a letter to us thanking all the police for "staying open during lockdown to keep our community safe".

Oliver, you have cheered us right up and we think you're ace!



# A shocker of a year

By Alun Oldfield, North Wales Police Federation representative



Let's face it we have had an extremely challenging year which has impacted on us all in many different ways. But, as always, we have dealt with all the issues that the public, Government and coronavirus has brought our way. Throw into the mix that lovely present from the Attorney General re disclosure and, let's face it, we have had a real shocker of a year.

I worry that we have all become far too serious which is understandable due to the challenges that we have faced. We all do a brilliant job in many different ways but we all need to have some light-hearted fun to keep us sane, especially at a time when we are facing so many restrictions.

So my article is about laughter, a five-minute escape from the stresses of everyday policing and hopefully it will make you all smile.

Our role is a very serious one, but we all still have to have the ability to have a little fun to lighten the mood. Sadly, we don't seem to see as much laughter in police stations any more but it's so important to try to remain positive in such challenging times. Comedian I am not so I have sought some help from across the forces of the UK to try to raise the mood for you all.

**“** I got stopped last night by a policeman.  
Cop: "I'm going to follow you to the nearest police station."  
Me: "What for?"  
Cop: "I've forgotten the way." – Tommy Cooper

**“** If you're being chased by a police dog, try not to go through a tunnel, and then over a little see-saw, then jump through a hoop of fire. They're trained for that."  
– Milton Jones

## You know you're a police officer when...

*You can tell by the tone of the lawyer during the first 10 seconds of a call to CPS Direct whether they're going to charge.*

*Fresh out of training, the first thing you're told is: "Forget everything you were told in training."*

*ABC stands for "Accept nothing, believe nobody, challenge everything."*

*GO WISELY isn't just sound advice for adult life.*

*You have to sit facing the door at every restaurant you visit.*

*You're typing up a case file and the lights start turning themselves off.*

*People (hilariously) shout: "I didn't do it!" or "Here he is!" when you walk into a room.*

*You look at any bank statement to discover you seem to shop exclusively at coffee shops, McDonalds and the 24-hour Spar on your patch.*

*The people who need your help apologise for wasting your time and the people who waste your time complain that you're not helping them.*

*You ask "Clear left?" of any passenger in your car – and you can't help saying "Clear left!" every time you're a passenger in anyone else's car.*

*You're the only sober person in the kebab shop.*

*You've committed the heinous crime of purchasing food while in uniform – and you've been questioned by a member of the public as to why you're eating on duty.*

UK Cop Humour

Well, I hope that made you smile! Our mental health is so important, and laughter is so important in achieving this and just getting us through these times. I worry that we have all become so serious. Humour has a place within policing, it doesn't have to be offensive, the best comedy never is, but it definitely has a place within the very serious business that policing has become.

As the late, great Robin Williams said: "You're only given a little spark of madness, you mustn't lose it."



# Survey shows impact of pandemic on police officers

Police officers have revealed the impact of the pandemic on their health and wellbeing in a survey carried out by the Police Federation of England and Wales (PFEW).

PFEW's 2020 demand, capacity and welfare survey also starkly revealed how officers are risking their own wellbeing in the line of duty.

The survey illustrated the major health risks involved in policing the pandemic, with more than a quarter (28 per cent) of North Wales Police officers reporting they believed they had contracted the virus. Almost half (42 per cent) of these respondents believed they contracted the virus through work-related activities and 29 per cent reported that they had become unwell with Covid-19 after being assaulted in the line of duty by someone claiming to have the virus.

Officers also said they had been frequently exposed to incidents which placed them at risk of physical and/or psychological harm, with 16 per cent stating they had suffered one or more injuries requiring medical attention due to work-related violence.

Mark Jones, North Wales Police Federation secretary, said: "This survey clearly shows the huge pressure officers are under policing the pandemic and the negative impact on their welfare, with 30 per cent of respondents from North Wales Police saying

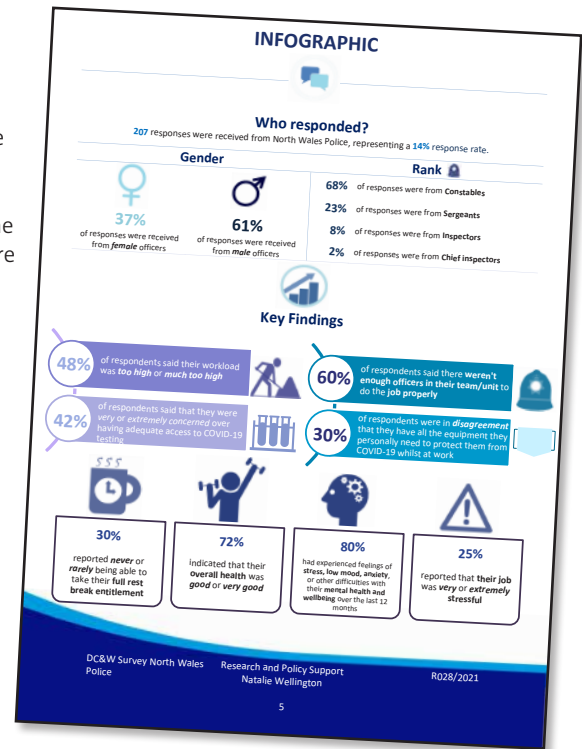
that they were very or extremely worried about the impact the Covid-19 crisis will have on them personally and 29 per cent reporting that they have become unwell with the virus after being assaulted in the line of duty by someone who has Covid.

"As well as having an incredibly challenging and demanding job and all the pressures that go with it, police officers are also human beings who are looking after kids, poorly relatives and have the same stresses as everyone else. This survey shows the harsh reality of policing during a period when police officers have simply done the best they could to help and protect the public.

"The results of this survey have come directly from our members - those police officers who are on the frontline dealing with whatever society throws at them. The increasing level of violence they face, especially involving the 'weaponising' of the virus, is a sad indictment of the society we live in.

"Governments in both Cardiff and Westminster must hear them. Officers must be given all the protection they need to protect themselves and this includes being prioritised for the Covid vaccine. We have had enough of the warm words - we now need action."

The biennial survey forms part of PFEW's submission to the Police Remuneration



Review Body, the non-departmental public body which provides advice to the Government on pay and conditions for police officers at or below the rank of chief superintendent.

You can read the full North Wales report by visiting [tinyurl.com/ap9sgbzq](https://tinyurl.com/ap9sgbzq)

## Body-worn video: Switch On – Switch It On!

The Federation and the Professional Standards Department (PSD) are campaigning to encourage officers to use body-worn video (BWV) when responding to incidents.

There are many benefits including:

- Protecting officers from vexatious complaints
- Reducing the volume of complaints
- Improving the quality of irrefutable evidence
- Increasing the volume of successful prosecutions and guilty pleas
- Reducing criminality and de-escalating potentially violent situations, and
- Reducing the number of assaults on officers.

So the obvious question is, why wouldn't you?

Mark Jones, North Wales Police Federation secretary, said: "Body-worn video is an important piece of kit to help protect

police officers - especially those on the frontline. Wearing the cameras has also been proven to lead to a reduction in false claims against officers with research led by the University of Cambridge's Institution of Criminology showing the use of BWV is associated with a 93 per cent reduction in citizen complaints against police officers.

"The cameras are also a useful deterrent for those who may be considering assaulting an officer, as their actions will be caught on camera. The Police Federation has been a vocal supporter of BWV from Day 1; it is the Federation which has to represent police officers in conduct matters and we have seen how BWV has completely supported a police officer's account. If you are doing your job then BWV has got your back.

"Let's not score any own goals – 'Switch On – Switch it On!'"

Superintendent Dan Tipton from PSD

added: "I can't emphasise how important it is that you capture what you do on body-worn video. In addition to securing vital evidence, it protects you and the public. In complaints or conduct cases, we use any footage to resolve matters more speedily and have already seen a number of good examples where PSD and Independent Office for Police Conduct staff have referred to BWV footage to quickly negate allegations.

"This gives officers an outcome at the earliest opportunity and undoubtedly reduces anxiety. We live in a goldfish bowl where the world is watching and, in one way or another, records most of what we do; often being quick to criticise and perhaps editing footage to portray a biased story. Effective use of BWV can provide an accurate picture of what has actually happened.

"Let's be ahead of the game here - 'Switch On – Switch it On!'"

# Agile working has arrived at FHQ

If you work from Force Headquarters or pay a visit you will notice a few changes have taken place in the last 12 months.

The canteen has had a fabulous makeover but perhaps more noticeable is that the third floor offices have 'gone', and the offices on the first two floors have been replaced with a mixture of shared and private agile spaces - except for restricted departments, such as Special Branch.

So, if you want to work in FHQ, you can book a desk for all or part of the day. You probably won't be working with the people you used to sit with, and the desk you sit at won't be 'yours'. If you need privacy or you want to collaborate with colleagues, then you may prefer to book a shared space.

Agile working doesn't mean everyone working from home, but rather it's a shift from the current "My desk" culture to a provision for hot or agile desks in communal areas, small meeting booths and informal break-out areas that can also be used for work, as demonstrated by the FHQ canteen.

Managers do not need their own dedicated offices just because they are a manager, but will be able to access areas that offer privacy when required. It also means you won't be tied to one desk or one location, and you can still work from home.

## So why do it now?

23 March 2020 was the date that working from home was mandated by the Government for the first time. North Wales Police officers and staff responded amazingly quickly and, with only 24 hours' notice, those who could work from home did so. While this posed an enormous challenge for IT and there were initial teething problems, it has been hugely successful. At its peak, more than 1,000 NWP officers and staff were working from home.

Ways of managing business as usual have now changed. Online meetings have been hugely beneficial, reducing the need for time to be spent travelling, improving the ability to multi task and offering opportunities for immediate answers to be given in terms of actions raised within the duration of the meeting.

Agile working is part of the Force Vision, but it's not always the easiest process to start, as it's such a big change. However, as the FHQ buildings have largely been empty



At its peak,  
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since March 2020, it was an ideal opportunity for an agile working pilot. It has enabled a re-work of the environment, in consultation with officers and staff, with the least disruption and the ability to go at our own pace, enabling greater mobility of all officers and staff through digitalisation as well changes in the way the Force uses accommodation.

The office is not an historic dinosaur, it is still a very much needed space from which people can interact, collaborate and cogitate. But, there are many positives that can be drawn from the pandemic, adopted and adapted to maximise the use of the buildings but also to provide the most efficient and effective ways of working, as well as protecting the workforce from similar events, or even just the annual bugs and viruses.

The pilot does not change anyone's work

*The new-look canteen.*

location, it will still be FHQ (accepting that many are working from home at present due to Covid/agile working), and if someone is currently legitimately working from the office the majority of the time, they can still do this - just not necessarily at the same desk every day. If you are currently working from home the majority of the time then likewise, this will not change with this pilot\*).

There will be facilities for people to have suitable storage for their work belongings and confidential documents. The Force will also make sure it satisfies any access to work requirements while people are in the office.

Change is difficult, and there will inevitably be some disruption, and some 'trying things out' before hitting on the best solution, but the flip side of this is that everyone affected can help shape it and the results of this pilot will inform the estates strategy with the Force looking to continue the transformation across the Force.

\*There is a different piece of work ongoing with HR, UNISON, the Federation, managers, facilities, estates, IT and so on covering the long-term implications of working from home.

# PCC pays tribute to officers and staff as he announces retirement

The Police and Crime Commissioner (PCC) paid tribute to North Wales Police officers and staff as he announced he will step down and not seek re-election this year.

Arfon Jones thanked everyone at the Force for their kindness and helpfulness, describing officers and staff as “the most professional they’ve ever been”.

“I thank you as members of North Wales Police, officers, staff, Specials and volunteers who have always been so kind and helpful,” said Mr Jones, “Whenever I meet up with former colleagues and we talk war stories, they always revert back to the good old days.

“My response is always ‘rubbish’ and that today’s officers and staff are the most professional they’ve ever been and I’m proud of that. Thank you all for the work you do,” he added.

Arfon was a serving officer with North Wales Police from 1978 to 2008 and retired in the rank of inspector. Originally from Harlech, he lives in Wrexham with his wife, Gwenfair, and they have two daughters and four grandchildren.

Previously a Wrexham councillor, he was elected PCC in 2016.

The 2020 commissioner elections were postponed due to the pandemic, and Arfon has announced he will stand down when the next elections are eventually held.

“My reason for retiring is simply that I have reached the magic age of 66 and have worked more or less full time for nearly 47 years,” he said, “My decision was further influenced by the ongoing uncertainty around Covid-19 and the looming realisation that we are not after all immortal, and that it’s not only North Wales Police that has to reset the way it does business but also we as individuals need to reprioritise our outlook on life.

“In the five years I have been PCC, I’m content that I have achieved, alongside the Force, far more than I set out to do in May 2016. I am particularly proud of the additional resources that we have in the Force and the sound financial footing the Force is operating within, which will take us that much closer to realising our vision of



*Retiring PCC Arfon Jones.*

making North Wales the safest place it can be.”

The PCC thanked his staff for their support during his period in office.

He added: “I also want to thank Chief Constable (Carl) Foulkes and his senior

officer team for their support. Under the outstanding leadership of the Chief Constable, I look forward to hearing about the continued success of North Wales Police in future.”

“ IN THE FIVE YEARS I HAVE BEEN PCC, I’M CONTENT THAT I HAVE ACHIEVED, ALONGSIDE THE FORCE, FAR MORE THAN I SET OUT TO DO IN MAY 2016. I AM PARTICULARLY PROUD OF THE ADDITIONAL RESOURCES THAT WE HAVE IN THE FORCE AND THE SOUND FINANCIAL FOOTING THE FORCE IS OPERATING WITHIN, WHICH WILL TAKE US THAT MUCH CLOSER TO REALISING OUR VISION OF MAKING NORTH WALES THE SAFEST PLACE IT CAN BE.



# Welfare van drives home the Federation's wellbeing focus



*With the van are (left to right) Chief Constable Carl Foulkes, Federation branch secretary Mark Jones, branch chair Nick Hawe and Huw Jones, the Force's fleet manager.*



In February we took delivery of our new welfare van. Delayed, due to Covid, it felt a long time coming, but it's worth the wait and will be a fabulous welfare facility for officers.

One of our purposes, as a Federation, is to 'represent and support' by promoting the interests and welfare of our members, and another is to support colleagues to achieve the required professional standards.

Rightly so, the health, welfare and wellbeing of police officers is top of the agenda at the moment. Our members bravely deal with demanding situations every single day. They do so with upmost professionalism, and have continued to do so throughout the Covid pandemic.

There are various ways 'welfare' can be provided. We had noticed that one such area, and one which a handful of other Police Federation branches had committed to, is the purchase and introduction of bespoke 'welfare vehicles'.

These are generally vans which have been converted internally to provide a rest area for workers. Facilities include a toilet, wash area, seating, hot water, sink, microwave and so on.

When we contacted branches with these vehicles, the overwhelming response was that they were well used but, perhaps more importantly, they were popular with officers and much appreciated by them. In all cases usage had far outstripped expected demand.

Our van will be used predominantly to support officers deployed to incidents where

there are no facilities, such as scene preservation, major incidents and so on to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities. You will also see it popping up across the Force to support officers at events and as part of Federation member service open days.

Mark Jones, North Wales Police Federation secretary, said: "The introduction of the welfare van is a very encouraging and positive step taken to ensure the welfare and wellbeing of our colleagues is always the number one priority.

"At one time or another we have all been there, at the scene of a crime, incident or deployment where the weather has not been in our favour and there has not been anywhere to take a break. The welfare van will cover that in affording our colleagues safe space to get a hot drink, sit down and have bathroom facilities.

"The welfare van will be available for proactive, pre-planned events around the

Force and available out of hours for spontaneous incident deployments. This project has been a joint effort between the Force and the Federation and I am grateful to North Wales Police fleet manager Huw Jones for his support and hard work to take this from concept to delivery."

Chief Constable Carl Foulkes has welcomed the arrival of the new vehicle.

"I am clear that the wellbeing of our people is key to being able to deliver our vision of the safest place in the UK," he said, "They have risen to the challenge of policing in a pandemic with flexibility and determination, I want to make sure that they are properly supported, now and as we recover in coming out of the pandemic.

"I am delighted that as a Force we have been able to support this initiative and I look forward to seeing it being deployed across North Wales. Please do make use of it."

The van went on its first deployment on 2 March.



## All Wales Pension Hub launched

The All Wales Pension Hub, launched on 1 February 2021, will provide North Wales Police officers, staff and pensioners with a resilient in-house service delivering one-to-ones, expertise, advice and guidance.

The hub will be responsible for all police pension and local government pension schemes and act as the contact for the Force pension administrators - XPS (for police officers) and Gwynedd County Council (for police staff).

Further information on the services the hub will offer can be found at <http://www.nwpolfed.org/?p=13424> along with the contact details for all the staff. This is a positive collaboration demonstrating the Force's commitment to improve the pension service for its officers and staff.

## Changes to maternity and adoption leave pay

North Wales Police Federation secretary Mark Jones says a change to police officers' maternity and adoption leave pay demonstrates a commitment to equality, diversity and inclusion within the police service.

Officers on maternity or adoption leave are now entitled to full pay for 26 weeks instead of 18. The change came into effect from 4 January 2021.

"This change is much welcomed," says Mark, "The Federation is committed to equality, diversity and inclusion and is keen for the police service to reflect the communities it serves."

The extra maternity and adoption pay benefits were gained for members through the Police Federation of England and Wales' participation in the Police Consultative Forum (PCF), the voluntary forum for employer and staff representative bodies.

Alex Duncan, national Federation secretary, said: "This is a win-win for both society and the forces. Policing is keen to improve diversity and to be better reflective of society. In order to do this, it's important not only to attract a more diverse workforce but to retain it.

"This is a positive step in enabling those on maternity or adoption leave to be able to better balance having a family with remaining in the police."

Contact the Federation office if you need more information.

# Welfare top of agenda at Force Control Centre

The management and staff within the Force Control Centre (FCC) have orchestrated a variety of innovative initiatives designed to promote health and wellbeing and career development as part of a commitment to staff welfare and progression, during the restrictions of Covid-19.

Sergeant Kate Bithell said: "To promote health and fitness and encourage staff to keep active – in mind and body - during the pandemic we established a social media group called "One Step At A Time" where tri-weekly challenges are added to the group for members to participate in.

"Virtual challenges have included walks of the Anglesey and Welsh coastal paths, climbing iconic landscapes or mountains such as the Sydney Opera House and Everest and competing in other fitness events. The group also host regular quizzes, virtual games, photography competitions and have even put their baking skills to the test in an "OSS bake off" challenge. With more than 40 active members to date who motivate and support each other, the group is now set to expand Force-wide and incorporate partner agencies to enable others to benefit.

"In addition to the "One Step At A Time" group, we have also established a walking club and so far have undertaken walks around Llyn Alwen, Moel Arthur and Aber Falls - when restrictions allowed. Further walks and social events are planned once lockdown restrictions are eased and will include paddle boarding, astronomy and a walk up Snowdon. We have also launched a beginners' running club and knit and natter group although members are yet to meet due to current restrictions."

To further promote the health and wellbeing of staff, the FCC has held a number of "Wellbeing wheels" sessions, with support from members of the NWP medical services and wellbeing team. The team have carried out in the region of 50 health checks to date and provided valuable advice to staff on a range of related matters. They are also engaged in the "One Step At A Time" group and provide advice and support to members as and when required regarding fitness and other health-related issues. As a result, the FCC has developed a strong working

relationship with the wellbeing team and is sincerely grateful for their ongoing support.

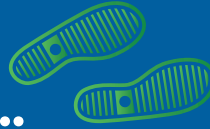
January 2021 saw the launch of the "FCC fitness circuit" and the "OSS biggest loser" challenge. The "FCC fitness circuit" is a marked route around the FCC building designed to encourage more staff to get active during their breaks and understand the associated health benefits of regular exercise while the "OSS biggest loser" healthy eating challenge is aimed at educating staff around diet, nutrition and exercise. They also look forward to offering regular circuit classes delivered by Joy Tipton, Force trainer as soon as they are able.

The FCC management have also continued to support staff with career development through the delivery of a number of "FCC staff development days". With support from the training department, a number of online sessions have been delivered on interview skills, application forms, marking criteria, career development plans and self-development techniques. Demand for such events has been high and further events are planned for the spring.

Chief Inspector Mark Williams said: "Since arriving in OSS, I have been really impressed with the way the team have prioritised the health and wellbeing of all staff. For all the negative news we hear about social media, the 'One Step At A Time' WhatsApp group demonstrates how it can be used as a tool to bring people together and provide the support many have needed during what has been a challenging year for us all.

"I have loads of fun completing the challenges alongside my colleagues, virtually, and I am aware of the positive impact it has had on both physical and mental health as people share their experiences and encourage one another towards a healthier lifestyle. The Force Health and Wellbeing Board has acknowledged the successes within OSS and is looking at options to implement some of the positive action across other departments. I would like to add my thanks to the administrators of the site, Laura Matthews, Kate Bithell, Lorraine Roberts, Amy Williams and Georgina Ford, who have kept things going alongside a busy work and home life."





## Walk

Just 15 minutes of walking a day can change your mood and body.

## Jog / run

**Couch to 5k** – Get off the couch and get fit by following the NHS running programme. Support and motivate yourself and colleagues to achieve new goals. Additional challenges will be available for longer distance runners.



## Photography

Improve your skills and share your favourite photo's. Vote for photo of the week.

Grab your bike and get exploring the great outdoors!

## Cycle



## Food

Share your favourite recipes.

Get close to nature and enjoy the benefits of fresh air and the great outdoors with family.

## Explore



Join the FCC health and wellbeing WhatsApp group and we will motivate each other to stay fit and healthy during lockdown. A choice of suggested activity challenges will be posted to the group three times per week including the NHS 'couch to 5k' running programme. If you want to take part you can choose which activity to undertake and when completed post a picture or update of your progress to the group to inspire, motivate and support others.

Each week we will nominate a picture of the week to be the group profile picture.

For further information and to join the group, please email **Lorraine Roberts (FCIR)** or **PS Kate Bithell (MRU)**.

Healthy  
Mind &  
Healthy  
Body.

# 2020: an unusual but busy year for your Federation



*Reps' training early in 2020.*

## **2020 – what a year! It certainly didn't pan out as expected, and the way that the Federation works has seen a massive change, as it has for the whole Force.**

In many ways, 2020 was no different to usual years in that it was another busy year for your local Federation, representing, influencing and negotiating on the behalf of all our members, from those who are new in service, right though to those who are retiring. In others it was, of course, very different, with the Police Bravery Awards postponed, and National Police Memorial Day and the annual Federation national conference cancelled in their traditional format and held online instead.

Recruitment continued apace in 2020, with Operation Uplift, and we spoke to five new intakes of student officers, advising new officers what the Federation does for them, highlighting the special nature of student constables and Regulation 13, raising awareness of the Group Insurance Scheme (GIS), highlighting the features for all members, and providing details and benefits of the Police Treatment Centres.

Many of 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 undertaking learning in challenging circumstances. We also spoke to three groups of new PCSOs and police staff, to let them know about the benefits of the GIS.

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.

The Federation took a definitive position on personal protection equipment (PPE) very early on, despite numerous changes to national (National Police Chiefs' Council) guidance. Locally, we emphasised the Federation position to both the Force and our members in order to afford our colleagues the best protection possible. This important relationship with the Force ensures that decisions taken by the organisation are subject to intense scrutiny to safeguard

officers' wellbeing and welfare.

Last year the Federation 'attended' (via Teams) meetings both at a national and Force strategic level. These included, though 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 meetings, Employment Tribunals, Member Services, Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

Due to Covid, we have 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



*Federation secretary Mark Jones uses Skype to welcome new recruits.*



equipment to member services – and we've increased the portfolio of services available to officers and police staff.

In June we introduced Perkjam, an exclusive customer perks platform which offers hundreds of discounts and offers to the North Wales Police family. Our member services partners also provide 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.

With the aim of boosting morale in the ranks, we organised a delivery of free welfare packs to officers in April. The initiative was so well received that, in collaboration with the Force, more were sent out in May. In 2020 we also continued to issue our popular welfare bags for 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 have been 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 October event in Colwyn Bay was to be held at the Federation offices in Colwyn Bay but, due to changing Covid-19 guidelines, was moved to a temporary facility in the FHQ car park, and was a huge success.

The 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 the person has a problem with their prostate, but not necessarily cancer.

The event saw a total of 134 men tested. So far we are aware that there were five red, three amber and one amber/red result which flags concern over their prostate health.

It was a sad year in that we lost a serving serving North Wales officer. PC Barry Davies tragically died in an incident with a jet-ski while off duty in September. Barry was totally dedicated to "the job" and he left a huge void with both his family and friends.

National Police Memorial Day, which had been planned to be held in Lincoln Cathedral, was held online instead. HRH The Prince of Wales, patron of the memorial day charity, recorded a message as part of the service and despite the unusual format of being online, it was a successful, uplifting and very moving service.

A total of 41 North Wales Police officers and PCSOs, plus one retired officer, attended the Police Treatment Centres (PTC) in 2020.



#### *A Federation hygiene hook.*

More than three quarters (76 per cent) accessed the muscular-skeletal programme and 24 per cent the psychological wellbeing programme. Bearing in mind the length of time the centres were closed due to Covid-19 restrictions, it's a significant number of attendees, and it's worth pointing out that there was a six per cent increase in donor numbers from North Wales Police officers, PCSOs and CDOs in 2020. There was a 10 per cent increase in 2019, and 72 per cent of North Wales officers now donate to the PTC, highlighting 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



#### *Wellbeing packs delivered to front-line officers and staff.*

of recovery from injuries sustained both on and off duty. Attendance at the PTC is classed as duty time, and if you don't currently donate to the PTC, please get in touch with the Federation office for more details.

Our GIS has also seen an increase in membership numbers, with 1,318 police officer and police staff members as at December 2020. 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 2020 members called out the motor breakdown service more than 203 times, there were 61 travel insurance claims, plus claims for life insurance, critical

illness and court compensation. In addition, 16 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 60 members used this service between January and the end of November 2020. Membership of the GIS is open to all police officers and police staff, and if you would like to join please contact the Federation office.

Our 2020 'gift' was heavily influenced by Covid-19, so in December officers found a hygiene hook in with the usual diary and pen. The hook is designed to prevent the need to touch high traffic areas (door handles, light switches, lift buttons and so on) when you're out and about. During the current Covid pandemic, by limiting the number of surfaces you come in to contact with you can help to reduce the risk of transmission.

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 2020, rising to the challenge and adapting the courses from online to socially distanced – 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.

We take the training of your reps very seriously so in February 2020 we held a welfare training day for all reps. The Chief had agreed that all Federation reps should receive a training day to ensure we all received the latest inputs on Healthy Mind.

The training was the same as is delivered to all supervisors over a half-day session, plus we had a number of senior officers from different roles across the Force who had all been involved in challenging mental wellbeing scenarios. They gave a very real account of their challenges and some of the barriers they had previously faced.

The day ended with a 'test' of everything the reps had learnt that day, where an officer who was previously supported by the Federation spoke of challenges that had been faced and the reps were then asked how they would now support the officer having received this new training. The support that was considered at the end of the day was a much more informed and educated offer of support, and all reps agreed that it was a valuable and useful training day.

Looking towards 2021, we're looking forward to another busy year representing, negotiating and influencing on your behalf.

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>





# 365 DAYS OF

NORTH WALES POLICE  
FEDERATION SCHEME  
CLAIMS DATA



Total number of members signed up to Federation Scheme as of Dec 2020  
**1842 members**  
(plus 592 partner members)

## 2020 AT A GLANCE...



**60** GP24 callouts were made



Over **203** breakdowns were attended



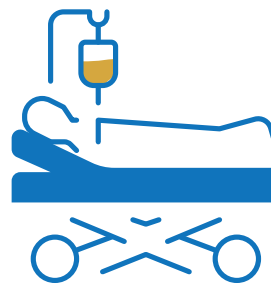
**16** NWP officers attended the Treatment Centres



**2** Life claims



There were **3** Critical Illness claims



**9** people claimed Hospital benefit



**15** Red Arc calls were made



**20** cases of Court award compensation claims were awarded



**3** Dental benefit claims



**61** Travel claims have been settled



**5** Legal Expense claims were registered



[FedAdmin@nthwales.pnn.police.uk](mailto:FedAdmin@nthwales.pnn.police.uk)



[www.nwpolfed.org](http://www.nwpolfed.org)

REPRESENTING, INFLUENCING, NEGOTIATING

# Network raises awareness of the needs of working parents and carers

The Parent and Carers' Network has been established to raise awareness of the needs of working parents and carers. It is for staff and officers who are parents to children of any age and for those who are balancing work with caring for a disabled, ill or elderly family member, all of which the Force recognises can be challenging for people at times.

It is estimated that three in five people will be carers at some point in their lives, and that three million people in the UK are currently combining caring for a loved one with paid work.

According to Carers UK, almost one in four carers who work say that they have changed their working pattern to care and a further third were anxious that caring would impact on their capacity to work in the future.

The Parent and Carers' Network will be a safe environment, to give parents and carers the opportunity to share experiences, discuss issues that are faced as a working parent or carer and to offer support to one another. It can also act as a mechanism for feedback to the Force in respect of policy development where relevant.

The network is supported by the diversity unit, human resources, the wellbeing team and the Disability Support Network. It supports the vision in the People Strategy for all our people to feel that they work in a culture which is engaging, enabling and supportive. Healthy Worklife is one of the four strands of our Health and Wellbeing Strategy and this network will support those in our workforce who are



parents and carers to achieve a healthy balance.

#### Aims of the network:

- To provide a safe and confidential environment for staff and officers to share their experiences and offer support to one another, including opportunities for "tea and talks" on relevant topics
- To support staff and officers who are balancing new or ongoing caring responsibilities with work and to signpost internal and external sources of support
- To facilitate discussions of the challenges faced by parents and carers, and represent these views to North Wales Police (NWP)
- To raise awareness and help develop NWP policies that support parents and carers
- To provide a forum for sharing good practice and relevant information

- To influence managers to apply good practise in supporting individuals who are parents or carers
- To co-ordinate promotions, events and training about caring responsibilities
- To develop a suit of resources to support parents and carers
- To work closely on issues of support for parents and carers with other relevant staff networks within NWP (for example, Disability Support Network) including being part of the equality hub.

#### How will it work?

The Parent and Carers' Network will be facilitated by individuals from the wellbeing and HR teams who will lead a committee representing the needs of parents and carers. A quarterly meeting will act as a focus for committee members to discuss challenges and best practice, agree actions to be taken by the committee and drive forward improvements to the support available for parents and carers.

There's a SharePoint page with details of support available internally and externally, with the aim of network members being able to add ideas to as the group develops. Double click the wellbeing icon on your Force computer desktop and you will find the more details in the A - Z list: carers support, family support and Parent and Carers' Support Network. There will also be an MSG Parent and Carers email address that people can join to receive communications.

We'll share details of the launch on our fortnightly e-newsletter.





# INJURY ON DUTY FORMS

## You need to know...

...if you don't tick the **'Share with Police Federation/ Unison'** box on an Injury on Duty form, the force will not tell us that you've been injured.

And if we don't know, we can't help.



 [FedAdmin@nthwales.pnn.police.uk](mailto:FedAdmin@nthwales.pnn.police.uk)

 [www.nwpolfed.org](http://www.nwpolfed.org)

 01492 805400

 @NWalesPoliceFed

 @NWalesPoliceFed

REPRESENTING, INFLUENCING, NEGOTIATING

# Support Thin Blue Loop fund-raising challenge

**N**orth Wales officers and staff are being encouraged to support a Cheshire Police colleague who suffered life-changing injuries in the line of duty when he takes on a gruelling 130-mile cycle challenge.

PC Neil Jones will be joined by fellow Cheshire PC Lee Spencer for the challenge with the duo raising money for the mental health and wellbeing charity Mind.

Starting and finishing at Cheshire Police Headquarters in Winsford, the challenge they're calling the Thin Blue Loop will take in every one of the Force's police stations on the way.

The challenge comes after Neil suffered serious physical injuries – as well as related mental health issues – when his police car was rammed by a stolen vehicle.

"In January 2019, I stopped a car that was stolen with false plates," he said, "The driver reversed into me at great speed. The pain that I initially thought was whiplash turned out to be spinal injuries – discs popping out and pulling on nerves.

"I was told it would not get better and only get worse but, while I'm still able to walk, it's not serious enough to risk surgery."

Neil was unable to drive, meaning he couldn't return to his roads policing role.

Indeed, his injuries kept him off duty for seven months, and also took a toll on his wellbeing.

"During that extended sickness leave my mental health demons resurfaced," he said, "I was left needing to fight both a physical and mental battle, as I also had to contend with a life in traffic – seeing the grimness of death and massive body trauma on the road over the years.

"I realised I had to find something positive I could do."

Neil, who couldn't even drive his children to school, took up cycling as a way of making the mile-long school run.

His love of cycling has grown since and



*Fund-raising PC Neil Jones.*

now he's set to take on the ambitious challenge. He expects it to take around 12 hours and hopes to raise more than £3,000.

Neil said: "Cycling gives me the freedom

of space and time, allowing me to blow the physical and mental cobwebs away, allowing fresh thoughts, clarity and reason.

"During my rides I came up with the idea of the Thin Blue Loop. It will be a mammoth task and effort, requiring physical effort beyond my normal capabilities, to encourage people to help a worthy charity."

To support Neil and Lee visit <https://www.justgiving.com/fundraising/thethinblueloop>

And if you're on social media, you can follow their efforts on Twitter and on Facebook.



IN JANUARY 2019, I STOPPED A CAR THAT WAS STOLEN WITH FALSE PLATES. THE DRIVER REVERSED INTO ME AT GREAT SPEED. THE PAIN THAT I INITIALLY THOUGHT WAS WHIPLASH TURNED OUT TO BE SPINAL INJURIES – DISCS POPPING OUT AND PULLING ON NERVES.



## Fee-Free

advice on the right mortgage for you as a first-time buyer or home mover

## Fee-Free

advice on how you could save money by remortgaging

## Fee-Free

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# Force welcomes new multi-faith chaplains

The Force has welcomed four new chaplains who will provide a 'listening ear' and extra support for officers, staff and volunteers.

Chief officers, the Workforce Representation Team, and the Citizens in Policing Team have been focusing on the development of multi-faith volunteer chaplains, to help provide pastoral and spiritual care for the police service in an increasingly challenging time.

Policing can be a demanding and difficult role, particularly as so many of the things that officers and staff deal with are of a sensitive nature which means they are often unable to discuss what they do with even their nearest and dearest.

Those wanting someone to talk to, whatever the situation or subject and irrespective of religious background will now have a team from the chaplaincy service who will provide 'a listening ear' and where required, additional spiritual support.

The four new police chaplains are the Reverend Lesley Randle of the Bro Seiriol Ministry Area on Anglesey, the Reverend Ant Howe from the Trawsfynydd area, Pastor Laurie Searle who is also a co-ordinator for the Wrexham Street Pastors and chaplain at Wrexham's Glyndwr University and Llinos Mai Morris who is a youth and children's community worker and a pastoral carer for Eglwys Bresbyteraidd Cymru in Caernarfon. They will be working alongside the Force's lead chaplain, Gerald

Williams, who joined North Wales Police in 2015.

Deputy Chief Constable Richard Debicki said: "I am pleased to welcome the newest members of our multi-faith chaplaincy to the North Wales Police family. With officers, staff and volunteers often having to deal with distressing incidents as well as having the pressure of making difficult decisions that can have a huge impact on people's lives, the chaplaincy is an integral part of the policing family.

"Policing can be a tough job and the team of chaplains will be available to help provide compassionate support to those who have often faced harrowing and stressful situations.

"The team will be a great source of comfort to those in need - providing impartial pastoral and spiritual care to our increasingly diverse workforce."

The Reverend Lesley Randle, who is an associate vicar in the Bro Seiriol Ministry Area on Anglesey, said: "With previous experience of school chaplaincy, I pride myself on being visible and approachable and see chaplaincy as being as much about the informal, spontaneous conversations that arise during day to day encounters as it is about the more planned and focussed discussions.

"I believe we are all spiritual beings, whether or not we express that through a particular faith. In policing, spiritual issues of life and death, fairness, justice, right and wrong, are dealt with on a daily basis and

although I certainly have no answers, I hope, as a chaplain, to be able to support and promote spiritual health at all levels within North Wales Police."

The new chaplains will be supported directly by the Force Citizens in Policing Team and the health and wellbeing department.

Citizens in Policing Manager Chris Perkins said: "Our people and their wellbeing are a priority for us, and ensuring that our workforce is fit, healthy and happy in mind, body, and work-life will enable us to achieve our vision of making North Wales the safest place in the UK.

"The service provided by our chaplains will complement other departments such as occupational health, welfare and counselling, wellbeing, and staff networks and associations. They can also signpost to other organisations if required."

He added: "We are extremely proud of our volunteering programme, which aims to enable members of the local community to actively engage with their local policing teams and support the Force with keeping communities safe and reassured.

"Those who give us just a little bit of their time can have a real impact on the area where they live, and I'm sure the recruitment of the new volunteer chaplains will be seen as a positive move, and one that will be of benefit to all North Wales Police employees."

Further information about the police chaplaincy service is available at [policechaplaincy.uk](http://policechaplaincy.uk)





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