

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



SEPTEMBER 2018



Bravest of the brave

– See Pages 4 and 5

Representing • Negotiating • Influencing

Contents

Secretary's foreword	2
Has the time come to make it clear enough is enough?	3
Albi and Rhys presented with Regional Bravery Award	4
Putting mental health support to the fore	6
Appeal or not to appeal - that is the question	7
Putting the focus on PIP	7
North Wales Police officers want better access to Taser, survey shows	9
NWP Unity Tour 2018	10
Officers join families for COPS remembrance service	13
Force rises to the challenge of adding to the success of Armed Forces Day	15
Loyal local cops not feeling the love	16
Sergeant Sam - over and out	17
A new approach to roads policing	18
Remembering fallen officers	18
Help the Police Federation celebrate 100 years	19
GDPR is here!	19
A rural constable's visit to Buckingham Palace	21
Policing the prison	23
The PTC - helping you get back to full health	25
Bespoke benefits through the Group Insurance Scheme	27

Cover picture: Outside Downing Street are PCs Rhys Rushby and David (Albi) Hall.

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Secretary's foreword



By Mark Jones, secretary of North Wales Police Federation

It is a great honour to be able to write my first foreword for 'Your Voice' as the newly-appointed North Wales Police Federation branch secretary. I commenced the role as of 1 September, however, I have been fortunate to have had the opportunity to 'shadow' for the last few months to learn the ropes!

I want to start by paying tribute to our previous branch secretary, Richard Eccles, who retired this month after completing 30 years' service with North Wales Police. Richard has been involved with the Police Federation for many years and has been critical in shaping the way the Force is today, as well as representing countless members who required support in their time of need. I am sure some senior officers will be glad to see Richard retire from the Force as he has never been afraid to robustly challenge injustice but overall he will be a big loss to both the Force and the Police Federation.

I also want to recognise and mention another Federation stalwart who retired in July. Sergeant Sam Roberts emotionally 'left the building' after giving 30 years' service. It is no exaggeration when I say that EVERYONE knows Sam and appreciates just how passionate she has been for standing up for her colleagues, challenging unfair decisions and showing indescribable compassion to those in turmoil.

Sam had been on the national Federation for the last three years, again, being there to represent police officers across the length and breadth of England and Wales (which is a country, not a region).

Sam, and Richard, retiring will leave a big void that needs filling so that we carry on the fight in representing our members.

Finally, it cannot go unsaid that we mention our Chief Constable for the last nine years, who also retired in July. Mark Polin certainly had some challenges to face when he took the helm but over the years he has admirably and respectfully guided the Force well taking us into a relatively strong and positive position today.

The Federation was grateful that there

was a mutually respectful and generally constructive relationship between the chief officers and the Federation. Yes, there will always be minor squabbles but overall it has been positive which, undoubtedly, has benefitted of our members.

I wish Richard, Sam and Mark all the very best in the future and pass on our sincerest thanks again.

Looking ahead to the future, there is no doubt that, as a police service, we continue to face exceptional and indescribable challenges both locally and nationally. North Wales Police continues to face a huge squeeze on its budgets which means tough decisions have to be taken somewhere. Inevitably, there will always be victims and it should never be our dedicated and committed colleagues.

We continually get kicked by Government; just look at the appalling and insulting pay offer for this year. What smacks more is the way Government makes out as if it is doing us a favour? Enough is enough, we need the Federation nationally to pool its resources together and send a very clear message that this is not acceptable.

As you will see when you read this issue of 'Your Voice', the North Wales Police Federation is continuing to work relentlessly on its members' behalf. We should never be here for 'just legal protection' but also for many other issues. I really do encourage you to get involved, be interested and know that we are here, working for you.

The Federation was invited to be involved in the recruitment process for the new Chief Constable and I would like to congratulate and welcome our new Chief to North Wales. As a Federation, we are looking forward to working with him and the chief officer team.

I have no doubt that there may be challenging conversations in the future over decisions, but the hope is that our views are heard, respected and given the due credence they deserve.

We are a staff association and therefore we will not wilt and roll over for a belly-rub from those who seem to have the words 'fairness' and 'transparency' lacking from their vocabulary. That said, we will ALWAYS be willing to engage, listen and advise anyone when we are asked.

I recognise that the Federation branch secretary role in North Wales carries a significant amount of responsibility and accountability. Those who know me will say that I always vocally challenge where needed and do not shy away when the pressure is on. I am here to fight for you, represent you and be your voice.

Please get in touch if I can help in any way.

Has the time come to make it clear enough is enough?



By Simon Newport, chair of North Wales Police Federation

The first thing I would like to do is to thank all of you who took the time to vote in the first ever Police Federation of England and Wales (PFEW) local chair elections. I am absolutely humbled and thrilled to have been elected as the chair of the North Wales Police Federation especially as the vote came from you, the members.

The voting turn-out for the local chair election was 32 per cent which was one of the highest turn-outs across England and Wales and, despite being low, it was deemed a success. It shows that we were able to engage with you and spark a bit of interest too.

With this and going forward, I promise that, together with the newly-elected Branch Council, I will ensure that your rights and interests are heard and protected as we have always done here in North Wales.

As I write, we are all recoiling from the derisory pay award that was announced on Tuesday 24 July. To the usual fanfare of political smoke and mirrors publicity, the Government announced that the police service was to enjoy a two per cent pay increase. The truth of the matter is scandalous. Firstly, it's a one per cent pay rise as last year's one per cent unconsolidated rise finishes and, with inflation currently running at 2.4 per cent, the real term pay uplift is just 0.85 per cent.

For the second year running, the Government, together with the National Police Chiefs' Council (NPCC), has once again totally ignored the recommendations of the Police Remuneration Review Body (PRRB).

The PFEW submitted a detailed and evidenced submission asking for a 3.4 per cent pay increase and the PRRB recommendation was three per cent.

Talk about a kick in the teeth. After all the rhetoric that is continually spouted out by our politicians who tell us how valued we are, it is clear we are treated with absolute contempt by these people.

Since 2009/2010 police officers' pay in real terms has seen an 18 per cent decrease while the politicians, whose pay is also reviewed by an independent pay review body, have seen a real term increase of 17 per cent. Perversely, they have accepted their pay review body's recommendation, year on year.

We are all working with less and less and the expectation is that you will do more and more. There just seems to be no limit of the arrogance shown towards us by the politicians and the NPCC. The time has surely come to draw a line in the sand regarding the treatment of the rank and file of today's police service.

The issue is where do we go from here? It is crystal clear that talking and negotiations do not work despite doing this with the utmost professionalism as evidenced by feedback from the PRRB. They simply do not listen.

We know from previous years that protest marches are not effective and the

split in pension rights and pay has created a divided workforce, so working to rule and policy which could be an effective tool is unlikely. I am sure that this is not wasted on those who oversee us but the time has surely come to make it clear enough is enough?

But the problem is how? This issue will be the first item on the newly-elected national chair's agenda as the feeling of anger over the latest pay award grows.

Often called the toothless tiger, the Police Federation is criticised for not doing enough for our members but I must remind you all that we are subject to police regulations and, of course, the law which over time have reduced the amount of direct action we can take. What I can assure you is that nationally and collectively we will be doing our best to address this situation for the benefit of our members.

Finally, I would like to bid a farewell to Richard Eccles, who is retiring in early September. Richard as many of you know has been the Police Federation secretary here in North Wales for more than 16 years and has been a great servant to all of us that have required Federation assistance. His knowledge and expertise will be sorely missed and I wish him well in retirement.

Richard's replacement will be Mark Jones, who was elected as the new secretary by the Branch Board earlier this month and who will take over the mantle on 1 September. I would like to wish Mark all the very best of success and I am sure we can expect the same type of passion, expertise and professionalism that was shown by Richard.

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Albi and Rhys presented with Regional Bravery Award

By Richard Eccles, secretary, North Wales Police Federation

In the middle of one of our hottest summer periods for many years, this year's group representing the bravest police officers from Wales and England gathered in London to be recognised for their heroic actions during the previous year.

Thursday 12 July marked the start of the annual Police Bravery Awards organised by the Police Federation of England and Wales and generously sponsored by Police Mutual.

This year's North Wales Police Federation nominees were PC David (Albi) Hall and PC Rhys Rushby, accompanied by their partners who were given the responsibility of keeping both officers calm and composed in the extreme heat and, as events unfolded, that was no small task.

Our officers were lined up against some outstanding acts of bravery from the other forces, but it is fair to say that their actions on the night in question had placed them in a strong position to secure a prize beyond the one as North Wales winners.

Albi and Rhys were being recognised for their actions while on duty in Flint on 28 March 2017.

Shortly after midnight, a vehicle involved in a robbery in Cheshire activated ANPR entering North Wales.

With little other information at that stage, the officers began patrolling their patch looking for any signs of the vehicle, in the case of Rhys, this involved remaining on duty to ensure that Albi had some support if they discovered the vehicle.

At this stage nobody could have predicted that the vehicle in question contained Jordan Davidson who was wanted for a violent murder in Wrexham a few days earlier.

Intelligence linked to Davidson suggested that he had access to weapons and was intent on assaulting police officers,



Photo courtesy of Anderson Photography

TV presenter Mark Durden-Smith interviews Albi (left) and Rhys after they won the Regional Bravery Award.

as part of his violent crime spree across Cheshire and North Wales.

A short time later, the officers found the vehicle and its three occupants at a nearby filling station.

Upon approaching the vehicle and starting to deal with the occupants, a violent struggle started with Davidson who appeared intent upon escaping or inflicting injury upon the officers.

Davidson used a claw hammer to attack Albi, raising it and striking him on the shoulder and several times on his forearms and hands.

Despite then being sprayed with incapacitant by Rhys, Davidson continued to try to strike Albi as Rhys called a 'red one'

Albi grabbed the hammer and wrestled with Davidson who had got hold of his Taser which fortunately was still within its holster and attached by a lanyard.

Davidson then started to repeatedly bite and punch Rhys, almost simultaneously pushing his right arm underneath blankets in the foot well, screaming that he had a

gun and was going to shoot and kill the officers.

Luckily, the officers were eventually able to gain control of Davidson who was arrested and processed for a number of offences including murder.

On 6 December 2017, Davidson was sentenced to life, with a minimum of 23 years imprisonment to serve, having pleaded guilty to murder, robbery, attempted robbery, attempted GBH, assault upon police officers and two burglaries.

On 15 February 2018, following an appeal by the CPS, Lady Justice Rafferty sitting at the Court of Appeal increased Davidson's minimum term of imprisonment to 30 years.

Against that backdrop of bravery, our officers and partners were invited to a reception at 10 Downing Street to meet the Police Minister and other dignitaries.

That reception took place in a sun-drenched garden at the rear of Number 10, after those present had, of course, had their pictures taken in front of the iconic, shiny,



Albi and his partner, Kerry Nash, and Rhys and his partner, Toby Hall, at the afternoon reception in the garden at No 10 Downing Street.

black front door.

All of the nominees were able to meet up and mingle in the garden and, as ever, it was clear that those present were in awe of the selfless acts carried out by others while citing their own actions as 'instinctive', 'all part of the job' or even 'it was just my training kicking in'.

After a memorable few hours at Downing Street, our nominees were invited guests at an awards dinner held at The Dorchester Hotel on Park Lane.

At this event, our brave officers were very much in the spotlight being recognised for their heroic acts.

Every nominee is seen as a 'winner' and each is presented with a special glass trophy at the start of the dinner.

Thereafter, each Federation region awards a regional winner and those regional winners contest the award for overall winner for England and Wales.

On this occasion, it was brilliant to see Albi and Rhys awarded the Welsh Regional Award for Bravery and their acceptance of the award on stage was in itself a unique and memorable moment for all those present!

The overall award was given jointly to PC Keith Palmer GM and PC Charlie Guenigault

of the Met.

PC Palmer was awarded posthumously, after he was tragically killed in a terror attack at Parliament last year.

PC Guenigault was off duty and on his way home when three knife-wielding

terrorists attacked the public at London Bridge in summer 2017. Unarmed, he ran towards the terrorists, fighting them with his bare hands. The terrorists stabbed him repeatedly, leaving him in a critical condition.



Rhys (right) and his partner are welcomed to the awards evening by Ché Donald, vice-chair of the Police Federation (foreground).

Photo courtesy of Anderson Photography



Putting mental health support to the fore

By Sergeant Nicky Collins, Federation representative

Nationally, officers taking time off with stress has rocketed by 77 per cent over the past four years with officers taking time off for stress, depression, anxiety and PTSD. Officers are under more and more pressure trying to do more with less and are increasingly being exposed to traumatic incidents, including violent crime and fatal and serious injury RTCs which are on the rise.



It is vitally important that the welfare of officers is taken seriously and that measures are put in place to support them. In July 2018 the Home Office launched 'A Common Goal For Police Wellbeing' in conjunction with policing and mental health partners, including the Police Federation.

The goal is that by 2021 policing will ensure that every member of the police service feels confident that their welfare and wellbeing is actively supported by their police force throughout their career; that a culture supporting this is embedded in every force, and that individuals have access to appropriate support when they need it.

This includes physical and mental health as well as the broader concept of wellbeing – which enable individuals to realise their potential, be resilient, and be able to make a productive contribution to the police workforce.

The delivery of this will be the responsibility of chief constables and evidence on progress will be via formal and informal means including HMICFRS' integrated PEEL assessments and Force Management Statements.

To support this, the College of Policing's welfare and wellbeing project will be collating evidence on problems, causes and potential solutions and other associated work. This is a positive step forward and shows a commitment towards police officers and staff; time will tell if individual chief constables have improved welfare support for the rank and file.

The Federation arranged a Mental Health Peer Support day course for Federation reps at the beginning of July. A number of Federation reps across all ranks, including myself, attended this course which was run

by Mind, a mental health charity that runs the Blue Light Programme for emergency services across the UK.

The training provided us with a greater understanding and awareness of mental health, stress, and other common mental health problems. It covered the signs and symptoms to look for, tips for talking to people about mental health and how to signpost. It also explained what peer support is and how it can help and support colleagues with mental health problems.

We covered several mental health problems including anxiety, depression, OCD and suicide. I was shocked to discover that in Wales alone there are between 300 – 350 suicides every year and for every one of these there may have been more than 20 people attempting suicide. We discovered that talking about it does not encourage it, in fact it gives people someone to talk to, time to rethink and explore other options, as they may not think they can talk to anyone.

We then moved onto to the role of a peer supporter and how we can help and support colleagues, by sharing our own experiences and by offering genuine understanding based on the shared experience of mental health problems and emotional distress. This support will empower people as they will learn that someone else has gone through a similar thing and come out the other side, enabling them to move forward and take control of their wellbeing and feel positive about the future.

It normalises mental health problems, helping people feel accepted and understood, reduces the stigma of mental health and supports people to return to work or remain in work and increases self-esteem and confidence. Everything that you discuss with a peer supporter is treated in confidence except in certain circumstances and these are where the person states that they intend to self-harm or commit suicide, carry out abuse or a violent act towards another or any other criminal activity.

Peer support is not counselling or therapy or a health and welfare service. It is support from someone who has been through a similar thing and we can also signpost you to support groups, counselling services, external organisations and local and national helplines. These can provide the care and support you may need to get better and move forward.

North Wales Police has also started on

this journey and has introduced peer supporters across the Force, who all attend a two-day mental first aid course. This, combined with the Federation training for reps, means that as an organisation we are slowly starting to talk openly about mental health. This is a positive step and should allow people to feel that they can talk about it; it's not a taboo subject and there is help and support out there.

I do feel that there is still more that can be done so that mental health is treated the same as a physical injury. Nationally, 71 per cent of emergency services personnel think that their organisation does not encourage them to talk about mental health. This is much higher than in the general workforce where it is 45 per cent.

A total of 79 per cent have said that they would never seek help from HR if they experienced a mental health problem and only 15 per cent would feel happy speaking to their manager about mental health. This shows that we still have a long way to go to achieve the above goal by 2021 and normalise it within our Force.

I have also attended the two-day peer support course, and my details, along with all the other peer supporters, can be found on the HR Sharepoint page. Deputy Chief Constable Gareth Pritchard opened the course and was very positive about improving mental health provision for officers and staff. It was good to see senior managers on the course, who talked openly about mental health, were fully aware of the issues within the Force and are working to improve mental health provision for officers and staff.

One in four of us will experience a mental health problem and the chances are even higher for people in the emergency services. Don't bottle things up; talk to someone or call the below infoline or access online:

Red Arc 01244 625183

Mind Blue Light Infoline 0300 303 5999

(Monday to Friday 9am – 6pm).

Text – **84999**

bluelightinfo@mind.org.uk

mind.org.uk/bluelight

This offers confidential, independent and practical support, advice and signposting around mental health and wellbeing. It is just for emergency staff, volunteers and their families, to keep you or those you care about well for work.

Appeal or not to appeal - that is the question

By Inspector Ceri Hawe, North Wales Police Federation representative



It's difficult isn't it? You work hard towards promotion, trying to gather your evidence to show that you are ready, you can do it. In some cases, you have been acting or temporary in the rank for quite some time.)

You apply under the impression that your form is of good quality and you have the requisite evidence. Then... you fail!!! Your form wasn't good enough, you didn't word your evidence properly, we know you can do it (you have been doing it for the last however many weeks or months) but you didn't score enough on your form: "Sorry, that's the process, next time you need to consider this... and do that."

Frustrating, soul-destroying, maybe all a bit pointless really.

The above may be familiar to those who have tried and failed in the promotion process in its current guise of paper application only.

Is it fit for purpose? I don't think so. The Force needs to seriously re-think how we go about promoting people; I know it's not an easy fix. We tried paper application, followed by an operational assessment then a promotion board, that didn't work too well. Now we have the other end of the scale with just a paper application. In theory, you can go from PC to temporary chief inspector without having any sort of interview. That just doesn't sit right with me.

Some roles are more difficult than others to get the best evidence for an application. Is it right that officers have the same yard stick applied in terms of evidence, when people in certain roles are clearly disadvantaged to others in terms of being able to gather the evidence required? I don't believe it is.

The Force needs to be alive to the bigger picture here. It needs to value all roles and think about how they fit in with a promotion process. If they don't fit, then think again

about what will work in each area or department. Everyone deserves to be given the same opportunity. Let's not allow scope for people to say I am not one of the 'chosen ones', people who have 'sponsors', the 'charmed', 'lucky' or 'looked after' people. Make it fair.

Let's not have to hope that all the superintendents on the three different panels across the Force have applied the same standards in terms of scoring.

If the Force insists on sticking to a paper process with panels, then just have one large panel and take into account where the applicants are working. It's never going to be possible for all people wanting promotion to be afforded the opportunity to do a particular role to gain the best evidence.

Lots of good officers are being overlooked for promotion because of a poor process that isn't fit for purpose.

Can we please think again and sort this?

“EVERYONE DESERVES TO BE GIVEN THE SAME OPPORTUNITY. LET'S NOT ALLOW SCOPE FOR PEOPLE TO SAY I AM NOT ONE OF THE 'CHOSEN ONES', PEOPLE WHO HAVE 'SPONSORS', THE 'CHARMED', 'LUCKY' OR 'LOOKED AFTER' PEOPLE. MAKE IT FAIR.

Putting the focus on PIP

Post-Incident Procedures (PIP) are still relatively an unknown to many colleagues but are very much in place should the circumstances dictate.

When mentioning PIP and the formalities involved, the look of horror on officers' faces is quite stark. The reality is that the overarching objective of PIP is the welfare of officers and offering them the full protections in terms of any investigation.

Throughout the Force there are a number of Post-Incident Managers (PIMs) whose responsibility it is to facilitate, manage and ensure the integrity of the PIP. They carry this role in addition to their day job.

As a number of our Federation representatives have also been trained in PIP, we were invited to attend a recent CPD day for PIMs at Cheshire Police HQ in Winsford.

It was a good opportunity for reps to meet our PIMs and share ideas on how the PIP should run but also go through the mechanics of facilitating a PIP when the time comes.

Between Cheshire and North Wales, we have two PIP suites, with Winsford being one of them. It was interesting to see thought has gone into preparing these and making them as comfortable as

possible for the officers who would be involved.

For example, should the incident result in officers becoming contaminated in any way, the suites have shampoo, shower gels, towels and even toothpaste to ensure that our colleagues' welfare can be thoroughly covered.

Later on in the day, we collectively discussed a number of incidents that potentially could, or should, have been run under PIP. As with all debates, there were varying degrees of interpretation but ultimately it was agreed that when a PIP is instigated, it is there for the benefit, welfare and protection of officers.

To find out more about PIP and the training Federation reps underwent recently, read the March issue of 'Your Voice' (Pages 4 and 5) by visiting our website: <https://tinyurl.com/ycddq838>.

Chief Inspector Jeff Moses is the lead PIM in North Wales and there is a clear desire to continue the professional development and support for PIMs and the PIP process. It is always encouraging that the Federation is invited to participate as we continue to represent, influence and negotiate on behalf of our members.

If you have any questions or concerns about PIP, please speak to your local Fed rep who can advise.

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North Wales Police officers want better access to Taser, survey shows

A resounding 79 per cent of officers at North Wales Police would like to have access to Taser at all times on duty, a Police Federation of England and Wales survey has found.

The study explored officers' views on firearms, examining the level of satisfaction with their current access to armed support, and their views on routine arming and other protective measures and equipment.

The survey found that in North Wales Police:

- 79 per cent of respondents (for whom it is applicable to their role) want access to Taser at all times on duty
- 53 per cent of respondents' lives had been in serious danger at least once in the last two years
- 80 per cent of respondents were not satisfied that armed support would be readily available should they require it, and
- 35 per cent of respondents personally supported the idea of routine arming.

The findings follow comments from Home Secretary Sajid Javid, who recently voiced support for Taser, calling it 'an important tactical option for officers dealing with the most serious and violent criminals', when speaking at the Federation's national conference.

Rich Eccles, secretary of North Wales Police Federation, said: "It's no coincidence that the majority of officers questioned want access to Taser at all times, while a large proportion of those same officers' lives have been in serious danger in the last two years.

"Taser is an extremely effective means of dealing with the many dangerous situations that officers often face and is a less lethal option than more conventional firearms. In 80 per cent of cases where Taser is drawn, it is not fired as the deterrent is enough, which helps protect communities as well as protecting officers from assaults."

The Police Federation of England and Wales is continuing to call for improved access to equipment for officers through its Protect the Protectors campaign. The campaign seeks to safeguard the physical and mental wellbeing of police officers, ensuring they have the right protective tools and equipment and calling for tougher

sentences for those who assault police officers and other emergency services.

We spent a morning in June with North Wales Police officers who are training to use Taser and were able to see first-hand the professional and extensive training that our colleagues receive. We asked some of the officers on the course why they wanted to carry Taser.

Jade Andrews said: "My interest in Taser came from colleagues expressing how beneficial the course is. My reason for wanting to carry a Taser is due the fact I feel Taser is a safer and more effective tactical option, both for the public and officers. The Taser's presence alone can aid officers in situations which would ordinarily escalate resulting in injury to officers and members of the public.

"Although I do think the Taser is misunderstood by the public, and I think giving the public the knowledge to understand why a Taser, despite its appearance, is a safer tactical option, would be highly beneficial to the police service in relation to incidents that come to light in the press. And we should relay to the public that those officers who carry a Taser have been stringently trained.

"The course itself is testing and provides realistic scenarios that produce real-time and real-life reactions from officers. Despite whether you pass or don't, the course is well worthwhile and you will leave with a reinforced and better understanding of the NDM and your use of Force powers.

"I do believe those who attend the course need basic operational experience in order to compare and reflect on their working practices. I've got almost three years' service, and I think it's good to show you can achieve it 'early' in service, however, I don't believe it should be provided to student constables or those within their two-year probationary period.

"The course was delivered excellently and to a high standard of which I would expect nothing less. I feel proud in the fact I am now qualified to carry a Taser."

One NWP officer who feels that Taser can make a difference is Sergeant Meurig Jones. In January 2015, he was assaulted in Menai Bridge, and he believes that if he had been

armed with a Taser the incident could have been avoided.

He said: "I stopped a vehicle and proceeded to search the two people inside. There was nothing untoward in the stop at all, until I discovered a bag in the front passenger foot well. Things escalated very quickly, and I was subsequently assaulted by the two persons in the car. Had I been armed with a Taser at the time, things could have been quite different."

His resultant injuries included a fractured finger and a herniated disc in his neck, for which he required spinal surgery. He was unable to work for more than six months.

Like many officers, Meurig believes that Tasers should be available to all officers who are both deemed fit to carry one, and who want to carry one, as officers are working alone far more often, leaving them more at risk. He believes that just carrying a Taser reduces the risk of an officer being assaulted.

"The problem, if you haven't got a Taser, is that you still have to get in the fighting arc of the suspects," he said, "A spray is very useful but the Taser is another tool in the armoury. Once you've warned them you have a Taser, very few people want to come near you because they know the consequences of what happens if you do."

Mark Jones, North Wales Federation rep and incoming branch secretary, said: "Taser is a vital piece of equipment that is there for police officers to consider using should the circumstances and situation develop. Police officers face, on a daily basis, extreme violence and risk, plus they are there to protect the public in times of danger.

"It is only right that we adequately equip our officers to be best protected in these threatening and hazardous incidents. From our survey it is clear, without any doubt, that the majority of police officers in North Wales want to have the capability of carrying Taser to best protect themselves, their colleagues and, of course, the public. This now needs to happen, without delay, and ensure we properly train and equip our officers to do their job."

If you want to know more about Taser, take a look at the NPCC 'Taser Taser' short film at <https://www.youtube.com/watch?v=ujnOcuXCHs8&feature=youtu.be>



NWP Unity Tour 2018

By Temporary Chief Inspector Owain Llewellyn

Helmet - check, water bottles and gels - check, sun screen - check... and with the last few bursts of GT 85 sprayed upon cassettes, chains catching in the sunlight, the welcoming sound of cleat engaging pedal and Garmins chirping into life, a peloton of determined cyclists set off on what was to be a truly humbling, incredibly hard and memorable weekend.

Meanwhile, about 500 miles further north in Colwyn Bay, North Wales, 11 pals marvelled on how they'd been able to pour themselves into their lycra straight-jackets and were still able to mount their bikes despite the best efforts of canteen staff and a hoard of bacon and sausage baps!

This was the first time North Wales Police had taken part in the UK Police Unity Tour. Between 27 and 29 July, 11 officers and staff planned to cycle almost 250 miles from Police HQ, Colwyn Bay to Bromsgrove, then onto Tamworth where they would meet another 400 riders and colleagues from forces across the UK and beyond.

Escorted by a fleet of police outriders and support vehicles, the final day would involve riding together to the National Memorial Arboretum for a memorial service.

The whole focus of the weekend was to raise money for, and awareness of, COPS (Care of Police Survivors), a charity that helps families who have lost a police officer in service rebuild their lives. Riders are issued a blue memorial bracelet inscribed with the name and information of someone who has

died in service, which is worn to the finish line and then handed to their family. We had the honour of carrying the bracelet for PC Andy Parker who died while stationed in Bangor in September 2005.

Day 1, a mere 150-mile jaunt in 33 degree heat, had quite rightly scared us all half to death but - after being cheered off by Andy Parker's wife, Kate, the Bishop of St Asaph, Assistant Chief Constable Richard Debicki and a vocal band of local officers and staff - we set off just after 8am at a very healthy pace for a full mile, at least - until the first of Tommy P's puncture sagas! A mile in... this didn't bode well.

However, within a few minutes we were off again and after a quick PR and photo stop to thank the brilliant staff at Rhyl's Bike Hub for their support, we were off again. Prestatyn, then Talacre punctures did for Tommy again and it was time for proper repairs and a ride in our support vehicle, Thunderbird 5, driven by our medic, H & S guru, navigator, techie, agony aunt and all round 'carer' Mark Owen, without whom the ride would not have been possible.

We crossed the border into Cheshire for some much-needed refuelling and sunscreen top-up at a country pub and were glad to be rejoined by Tommy, who after riding his bike around the pub car park, promptly punctured again. The air was blue....Prytherch blue!

After some much needed counselling from Mark, they both headed into Chester to a very understanding and supportive bike shop which sorted the issue and both were able to rejoin us as we made our way into Shropshire.



Taking the coastal road, the cyclists start their journey.

Of course, we had a few more mechanicals and incidents on the way. Two Gears Tutton snapped his gear cable so any incline needed full-on gas, much to the sadistic amusement of everyone else, my rear wheel bobbed around that much we thought it was on a mission of its own, any sign of a dark cloud sent Kev into full-on weather watch mode and if Tracey, Tash or Ange had a quid for every time they heard 'Second Wheel' they'd be loaded... and I would be rotting in an English ditch!

Ian continued to blame others for riding into him which probably accounts for why he spent a lot of his time stalking the peloton from the rear and, just before Shawbury, Tony thought it fun to 'draft' and chase down a huge muck spreader for a few clicks! And talking of muck spreaders...

Sometime mid-afternoon, when the sun was at its hottest, the road surface burnt

ACC Richard Debicki (left) and the Bishop of St Asaph, gather to see the cyclists off on their way. In the centre of the picture is Kate Parker.



through cycling shoes, and despite taking on plenty of liquids, it felt like sandpaper had replaced tongues, we cycled through a large fruit growing region of Staffordshire.

We approached what we thought was a huge water sprayer, dousing fields and the adjacent road with cooling water. In unison, and like chicks in the nest, we opened our mouths to the heavens in anticipation of some much-needed fluids - nectar from the gods. Well, it wasn't water! And we didn't care. Strange what thirst will do to you.

Up to now our ride had been fairly flat but as Shropshire turned into Worcestershire and the sun cranked up to a full 33, it started to take prisoners particularly between Shawbury and Ironbridge where the aptly named Wrekin Hill tested all the pre-ride hill training. It was around this point that some of the group notched up their first 100-mile bike ride, no mean achievement in the heat and the depths at which some pushed to pump legs, get up those hills and keep going was utterly awesome.



PS Ian Evans and PS Ross Tutton.

It was very lumpy from here on in, up and down for over 40 miles albeit through glorious countryside and towns like Ironbridge, Bridgenorth and Bewdley where the sight of revellers enjoying a few cold beers aside the Severn River sorely tempted us all.

A word here for Si whose hours of toiling over Strava weeks beforehand ensured we had brilliantly safe and scenic roads and, of course, he couldn't help himself unless he threw some hills in there as well. We'll certainly not forget those landmarks we've now knocked off our bucket list like The Wrekin, Ironbridge Gorge and, of course, the Si's Loop... the latter of which could have been avoided if the two half-wits up front had shared with the rest their concerns that we were actually heading west!

The last leg of the day took us from

Kidderminster into Bromsgrove, surprisingly very, very lumpy and, in fading light, a few of us engaged our lights but were invigorated at having less than 10 miles to go particularly as we had taken the plunge of an 'A' road run into our destination. At a point about eight miles from Bromsgrove, Ben and Kev the heard the familiar shout 'PUNCTURE' from the back of the peloton but, halfway up a steep hill, there was no 'esprit des corps' here and they continued onto the top and gazed down at their chums gathered around another flat tyre playing the 'how many cops does it take to fix a puncture' game. A few minutes later an almighty 'bang' was heard from the group, Ben and Kev thought Tommy had finally shot his bike but they were relieved to hear it was merely an over-inflated inner tube.

Tony led us through his old 'patch' into Bromsgrove town centre and out the other side to our Travel Lodge for the night. At about 9.20 we rode into a very busy part of town packed with revellers enjoying a lovely evening while we scanned the area for signs of our digs. Two blokes with pints in hand jogged from the front of a beer garden; whistling and shouting they excitedly beckoned us over.

We had met the Welsh Chapter. Those two quickly became over 50 guys and gals from Gwent, Dyfed Powys and South Wales Police who burst into spontaneous applause and cheers. I vividly remember one 'Valleys' voice, I now know it belongs to Cardiff Cop 'Curly', he's bald of course, screaming at the revellers in the pub and street, 'These guys have just cycled all the way from Colwyn Bay get on your bloody feet and give them a round of applause.' And, of course they did, as did folks in the street. What a welcome! It was very humbling and emotional as the scale of what we had achieved dawned. It was also the first of what were to be many 'tear to the eye' moments that weekend.

A quick drink ended the day and we hit the sack shattered as we were up early for a mere 80 miles. On Saturday, shortly after 8am a group of now 60 plus cyclists took to the roads. Our escort consisted of two marked motorcycles, a mobile bike mechanic and support vehicles including the stalwart Mark O in T5! This was far more impressive as the motorcycles and marked support vehicles gave us clear and safe runs through all lights and junctions. More impressive too as now the majority of motorists and even pedestrians could see the COPS Unity Tour



Time for refreshments.

livery and applauded as we passed. Another lump to the throat moment.

About 40 miles in we stopped while one of our motorcycle escorts took individual orders for a fish and chip stop and about an hour later we all rolled into a Midlands chippy where over 70 portions of the UK's signature dish was devoured in seconds. Seriously, it didn't touch the sides! There were no objections when someone suggested we cut the day's ride to just over 60 miles and head off to meet the rest of the PUT riders at Tamworth.

We all changed into identical UK COPS Unity Tour white cycling tops; very impressive and with the logo 'We ride for those who died' another emotional and proud moment. However, each of the groups had a designated safety 'marshall' with a distinctive 'maillot jaune' top that was unfortunately handed to me transforming me almost immediately into a cross between your favourite uncle, Benito Mussolini and Pol Pot!

Anyway, off again with NWP riders always setting the pace at the front despite the occasional presence of the SWP tandem that would regularly fly by us at speeds well over 40 MPH! The day's ride was mixed with lots of cracking banter between the Welsh forces and some emotional accounts of those we were actually riding for.

Arriving at Tamworth, we were greeted by cyclists from all parts of the UK and then joined in welcoming others as the number of 'Chapters' led in by fleets of marked police

Continued overleaf

“ARRIVING AT TAMWORTH, WE WERE GREETED BY CYCLISTS FROM ALL PARTS OF THE UK AND THEN JOINED IN WELCOMING OTHERS AS THE NUMBER OF 'CHAPTERS' LED IN BY FLEETS OF MARKED POLICE MOTORCYCLES AND CARS INCREASED BY THE MINUTE INCLUDING SOME FROM THE USA WHERE THIS REMARKABLE EVENT ALL BEGAN.

Continued from Page 11

motorcycles and cars increased by the minute including some from the USA where this remarkable event all began.

And then we were off again, but this time with well over 400 cyclists, dozens of marked bikes, cars and support vehicles as we rode a few miles to Drayton Manor for a planned meeting with the families of those who had given their lives. This time the whole city came to a stop with pedestrians and several motorists waving, sounding horns or clapping as we slowly passed.

It was hugely emotional but again nothing compared to our arrival at Drayton Manor where hundreds of family members cheered and clapped us all. The sheer number of folks present suddenly brought it very quickly home just how many people have been, and still are, affected by the loss of a family member during police service and frankly it was overwhelming particularly when we were all greeted by Kate and her brilliant lads, William and George, and Andy's lovely parents Sylvia and David. There wasn't a dry eye in the house.

As said earlier by Kate though, this wasn't all tears and there were many happy and funny memories recalled and they were



Members of the team en route.

all keen to hear 'tales from the ride'. We were also amazed at just how many families from other forces came over and shared a hug, a tear and a laugh. It was probably one of the most emotional, inspirational and proud moments most of us will ever share.

We said our goodbyes and, with a promise to meet the following day at the memorial service, each chapter made its own way to the overnight lodgings and a much-needed shower and de-brief.

We were all up bright and early and, greeted by a huge downpour, donned wet weather gear and cycled to an RV point where, after meeting up with all the other chapters, we rode to the National Memorial Arboretum in Staffordshire for the memorial service.

Despite the weather, this was still hugely impressive particularly as a 'guard of honour' made up of families, senior officers and other dignitaries, cylindrically wound its way in for about a mile, clapped us all in; another lump to throat moment. And then came the



The Welsh contingent of the Police Unity Tour.

service which comprised a number of family members telling their own personal story about their husband or dad, sibling and how it had changed their lives and how important COPS had become to them. At this point I think we all needed a comforting arm, it is something we'll never forget.

We then made our way to The Beat, a tree lined avenue with a tree dedicated to each force and here we again met Kate, William, George and Andy's parents Sylvia and David. We were joined too by ACC Richard Debicki who said some lovely words to Kate and her family, whose thanks for our involvement was truly humbling. It clearly means a lot to them all.

And then it was home time and more thanks to Neil 'Postie' Hughes who had driven from North Wales that morning to help us get our bikes home safely. It's difficult to emphasise enough the involvement of Mark and Neil without whose help this would not have taken place. Huge thanks guys!

It didn't take long for the 11 of us in the back of Mark's support vehicle to nod off.

It was a very difficult and challenging weekend both physically and emotionally but despite all our aches and pains, whinges and moans, sunburns and blisters just seeing the sheer number of people who've been affected and how much raising the awareness and funds for COPS means then I'm sure we'll be back.

It was also underlined by Kate's sons, William and George, who at the memorial service told us they couldn't put into words how much our participation meant to them all. I'm confident we'll all be back next year and I sincerely hope this brief insight to an incredible weekend will also encourage others to join us and take part in what is truly a police family gem.

The team are grateful to colleagues, friends and family who donated more than £2,000 via the Just Giving page.

- The North Wales PUT team included: Owain Llewellyn, Tracey Llewellyn, Natasha Doran-Jones, Angela Faulkner, Tom Prytherch, Ben Madeley, Ian Evans, Ross Tutton and Keiv Evans. Their support team was made up of Mark Owen and Neil Hughes.



Paying their respects at the North Wales Police tree on The Beat, the arboretum's avenue of trees dedicated to individual forces.

Officers join families for COPS remembrance service

Police officers from across the UK joined the families of those who have lost loved ones in the police service to attend an annual service of remembrance at the National Memorial Arboretum in Alrewas.

Hundreds of people braved cool and wet conditions to attend the service which was organised by the charity Care of Police Survivors (COPS).

The service was opened by Jan Berry, former Federation national chair and COPS chair of trustees, and included moving inputs from four people with personal experience of having lost a family member who was a police officer.



Caroline Speakman talks about the loss of her brother.

Margaret Logan talked about losing her husband, Reserve Constable Clifford Evans of the former Royal Ulster Constabulary, who died in 1976; Caroline Speakman recounted her struggles to come to terms with the loss of her brother, PC Jonathan Speakman of Cheshire Police who died in 2005 while rescuing children from a rip-tide on an Australian beach and John Fordham gave an uplifting speech about moving on after the death of his father, DC John Fordham of the Met who died in 1985.

There was praise for the way in which COPS had helped them stay connected to the police family and offered them and their families support.

During the service, this year's roll of honour was read by COPS national president



Andy Parker's family at the North Wales Police tree at The Beat, an avenue of memorial trees dedicated to each force.

Denis Gunn with the congregation observing a minute's silence for:

PC Steve Jenkins

Gwent Police – 6 October 2017

PC John Alcock

Grampian Police – 7 October 2017

PC James Dixon

Thames Valley Police – 5 December 2017

PC David Fields

South Yorkshire Police – 25 December 2017

Senior Forensic Practitioner Jacob Maselino

Met Police – 28 January 2018.

After the service and despite heavy rain, families and other guests made their way to The Beat, the avenue of trees dedicated to each force, where roses and wreaths were laid in memory of fallen officers.

Before the service, officers who took part in the Police Unity Tour (PUT), which involved more than 350 riders cycling the length and breadth of the UK, rode into the arboretum. Each cyclist wore a wristband dedicated to the memory of an officer who lost their life on duty, as well as raising funds for COPS.

The Blue Knights, a motorcycle club for police officers, also paid tribute to the fallen by riding into arboretum as part of the Blue Knights Law Ride.

The event was the conclusion of the charity's annual Survivor Weekend, a two-day event bringing together the families of officers who have died on duty, 'survivors', to form friendships and lasting bonds to help them through the good and bad times. The weekend included an outing

to a theme park for younger survivors, as well as relaxation sessions and a craft workshop.

COPS chief executive Tim Buckley, who closed the memorial service, said: "This is the biggest event of our year and is a chance for us to get as many survivors together as possible to support each other in rebuilding their lives.

"We are grateful to all our supporters across the wide police family and beyond. We would like to thank all our fund-raisers, in particular the Police Unity Tour and all their sponsors, who have raised a substantial amount of money over the years for COPS."

This year marks the 15th anniversary of COPS, and since its foundation the charity has helped hundreds of families devastated by the loss of a loved one in the police service.

COPS is a peer support charity, enabling survivors from around the UK to support other survivors in practical ways. In addition to Survivor Weekend, the charity arranges numerous local and national events to offer opportunities for survivors to build a strong support network.

Working with its partner organisations Winston's Wish and Red Arc, COPS also provides specialist counselling support to bereaved families.

If you would like to be kept informed about the work of COPS, you can sign up for a free quarterly newsletter by visiting <http://ukcops.org/newsletter-consent.php>





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Force rises to the challenge of adding to the success of Armed Forces Day

Saturday 30 June was a great day for North Wales as Llandudno hosted the 10th National Armed Forces Day!

The day saw over 550 officers, Special Constables, PCSOs and police staff from all corners of North Wales Police descend on the town to keep people safe, resulting in the approximately 100,000 people attending having a thoroughly good, crime-free time.

It's one of the largest police operations ever undertaken by North Wales Police, and planning began back in October 2017. Those on duty included overtly armed police officers providing reassurance, and proving a huge hit with the public. Local policing teams were also on foot patrol in and around the town leading up to and during the event, including Fed reps Mark Jones, Jon Ashton and Sam Roberts, and during the day a multi-agency control room was set up at Police Headquarters in Colwyn Bay.

The Princess Royal saluted a variety of military personnel as they marched past her to mark the start of Armed Forces Day, with military bands from the armed forces playing a variety of tunes, old and new (Enola Gay by OMD was played by one band) as each passed and saluted Princess Anne. The Prime Minister, Theresa May, and defence secretary Gavin Williamson also attended, each applauding the parade as it passed.

A few protesters also made their way along the sea-front, displaying banners saying 'peace and justice' and 'don't fund bombs, fund the NHS', in a very peaceful and good humoured manner.

As the parade ended, the RAF's Red Arrows performed an amazing display, culminating in an aerial 100 to mark 100 years of the RAF, this was followed by a fly past by a Lancaster, a Spitfire and Hurricane of the Battle of Britain Memorial Flight, and a very loud display by a Typhoon fighter!

Mark Jones said: "On Armed Forces Day



Mark Jones, fourth from left, with colleagues at the event.

we honoured and saluted our incredible armed forces. The day was also a great display of commitment, dedication and hard work from our police colleagues in making the day a safe and enjoyable time for the many thousands of visitors. Working in extreme heat and long hours our Police Federation members truly showed the best of policing and for that we owe a great deal of gratitude and respect towards them.

"There is no doubt that Armed Forces Day was one of the largest operations and deployments seen in recent memory by North Wales Police. Inevitably, there will always be areas for learning for the Force

when reviewing how an operation goes.

"The Federation was invited to the Armed Forces Day Debrief and raised issues such as duties (rest day cancellation and re-rostering) and welfare of officers on the actual day (refreshments and water).

"The Federation is now working with the Force Resources Management Unit and Operations Planning team to make sure that all those 'niggles' have been ironed out for the future. It really can be the smallest of things that can cause distress but the dedication and strength of the police officers working on the event shone through to make it the resounding success that it was."



The Red Arrows.



Showing the love...

Loyal local cops not feeling the love

More than 80 per cent of North Wales Police officers have highlighted low force morale due to the way the police service is treated as a whole combined with an ongoing attack on their pay and conditions in the latest Federation pay and morale survey.

The annual survey conducted by the Police Federation of England and Wales revealed that officers in North Wales were regarded as the most loyal and had the least intention of leaving the service out of the 43 police forces.

Despite officers' loyalties, low force morale has maintained a figure in the region of 80 per cent for the last four years. Worryingly, responses for the negative effects of day-to-day job role and workload/responsibilities have increased over the last three years (day-to-day job role 33.3 per cent in 2016, 40.3 per cent in 2018. Workload and responsibilities 43.1 per cent in 2016, 51.3 per cent in 2018).

These figures underpin the messages from officers and the Police Federation that the service is at breaking point and that 'Cuts have Consequences'.

With improving figures in relation to treatment locally, the concerning responses around the treatment of police and overall morale may well be as a result of ongoing negativity, criticism, lack of support and, in some instances, attacks, from the Government, IOPC (Independent Office of Police Conduct), HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service) and some elements of the media.

Additionally, the majority of North Wales Police respondents, 70.6 per cent, did not feel fairly paid considering the stresses and strains of their job.

This has never been more relevant after the Government's recent announcement of a derisory two per cent pay increase for police which, in real terms, amounts to an uplift of just 0.85 per cent. In real terms officers' pay has now decreased by around 18 per cent since 2009/10.

The findings provide vital evidence to inform the Police Federation of England and Wales' work on pay and conditions. The survey findings will be used in its submission to the Police Remuneration Review Body (PRRB), the independent group which advises

the Government on police pay, to help inform the pay award in 2019.

Locally, the findings will be used in partnership with the Police and Crime Commissioner, chief officers and other interested parties to inform and reinvigorate some of the work around health and wellbeing as well as a number of the operational reviews that are currently ongoing.

Mark Jones, incoming secretary of North Wales Police Federation, said: "Over the last two years we have been working closely with senior managers in relation to health and wellbeing in addition to some challenges around promotion and selection. It is pleasing to see the improving perceptions in the figures in relation to opportunities for development and promotion as well as treatment by senior managers.

"Our members are under immense pressure to deliver, with dwindling resources and rising crime, particularly violent crime, leading to a demand for our services that has never been higher.

"As a result, North Wales Police Federation has instigated additional support mechanisms for officers through the services of RedArc as well as delivering accredited training to local Federation representatives to equip them with the skills to be mental health peer supporters.

"There is no doubt that we are seeing an increase in the number of officers seeking our support in relation to their own or their colleagues' mental health."

In response to the survey findings, Arfon Jones, North Wales Police and Crime Commissioner, said: "I recognise the concerns that officers have, being expected to deal with the work that other agencies should be dealing not to mention the burden that the IOPC and HMICFRS place on the day to day responsibilities and this is further exacerbated by the lack of support from central Government in respect of recognition

and remuneration.

"I personally put a great deal of effort into reducing demands on front-line officers and to improve processes to remove unnecessary bureaucracy that causes so much frustration for us all. I will continue to work with the chief officer team to improve working conditions and quality work-life balance."

Temporary Deputy Chief Constable Richard Debicki set out his support and willingness to engage with the Police Federation.

"The national Federation survey is valuable in helping us to assess the feeling of staff in important areas. Policing is an incredibly difficult job, with exceptional demands and expectations placed upon our staff, in order for them to protect the public in the way that they do. I am extremely proud of the way that our police officers in North Wales go about that most important role of keeping the public safe," he explained.

"I know that police officers are committed to providing the best possible service and care that they can to our communities. It is right, of course, that we offer the strongest support that we can to our officers – working with them to ensure their health and wellbeing, so that they can defend the public effectively. We have a programme of work which seeks to do just that.

"It is heartening to learn from the survey that our officers are the least likely of any force to report that they want to leave the Force, demonstrating their commitment to the communities they serve and to the Force. We will continue to work with our colleagues in the Federation to ensure that we are the best employer that we can be. Ultimately, our aim is to provide an outstanding service to the public, and the wellbeing of our staff is essential in doing that."

You can find out more about the help available through RedArc at redarc.co.uk

“ IT IS PLEASING TO SEE THE IMPROVING PERCEPTIONS IN THE FIGURES IN RELATION TO OPPORTUNITIES FOR DEVELOPMENT AND PROMOTION AS WELL AS TREATMENT BY SENIOR MANAGERS.

Sergeant Sam - over and out

By *Sergeant Sam Roberts*

write this with exactly three weeks to go until I retire, sat on a train on my way to Federation HQ in Surrey.

It's almost three years since I left North Wales Police to become a national Fed rep and I am extremely proud that I have done my bit on that stage to try to bring front-line, day to day issues to the notice of the country's decision-makers.

However, I have loved my late shifts back in Llandudno working with my old team and keeping it real. I know that policing is harder than ever, with fewer staff and more social problems than ever before. I also know that we do not deliver a gold-plated service to the public; we can't, we simply do not have the resources.

I can reflect on those 30 years and look back to my days in Wrexham when we had almost 20 staff just patrolling the town on a weekend of nights, this included a dog handler and two double-crewed traffic cars! Or in Rhyl, where we had at least 10 officers out on foot and in cars almost every shift.

How then today, is it right to parade half those numbers with triple the demand? Where are all those officers?

CID used to be based in the towns working alongside the local uniformed officers; not anymore.

Traffic, or RPU as they are now known, were based in the main towns working alongside the locals, not anymore.

Quite rightly, other specialist departments have increased their numbers such as PVPU and Level 2 but again I will go back to the front-line. If we don't get it right there then everything else comes tumbling down.

I admire all of you but especially those out there 24/7 whether that be on response, RPU, custody or out in your neighbourhoods. You are the first at the majority of calls and keep the lid on until more specialist resources get to you if required.

You are the ones who get abused physically and verbally, meet violence almost daily, work those long, hard night shifts (never in 30 years have I got my head round being awake all night), have your rest days cancelled and struggle to take your annual leave because of abstractions. I know how hard it is, I have done it myself most of my service.

But do you know what, despite all the above, you are heroes and the vast majority of the public respect and admire you. Even those who hate us come crying to our doors when they need us because we are the service that deals with everything.

Be proud and hold those heads up high,



Sam Roberts: demob happy?

be an active part of whatever team you are part of. Make time for each other both in and outside of the workplace and most of all listen, yes, truly listen to what your colleagues are NOT saying.

Sometimes we listen but don't hear what someone is telling us. Take time to make sure your colleagues are OK and provide that emotional support as and when required. I hope I have done that over the years and helped many of you through some very difficult times in your lives.

The organisation gets things wrong, it does, not always intentionally. Never worry about challenging something that's wrong or unfair. Be prepared to speak out either for yourself or another. It's a great feeling when you know you are right!

And, so as I near my final days, I look

back and I leave the service with the biggest smile on my face. I have loved every second of that time, would do it all again in the blink of an eye and will miss the diversity and challenges the job brings.

But, most of all, I will miss the camaraderie and laughs, the cakes and those fantastic people I have worked alongside, officers and staff alike. Some will remain life-long friends.

North Wales Police is a part of who I am and that won't ever change but I do need to be just me again. It's been 30 years and I am ready to begin the next part of my life wherever that takes me.

Take care out there, look after each other and, above all, what policing gives you.

Signing off for the last time.

Sergeant Sam x

A new approach to roads policing

By **Trystan Bevan**, North Wales Police Federation representative

I had the pleasure of attending the annual Police Federation Roads Policing Conference earlier this year. I had heard about the main conference many times but not much about the Road Policing Conference. The conference took place over two days at Hinckley in Leicestershire.

The theme of the conference was very much based on a 'New Approach'. I was interested to see what other roads policing units across the country were doing differently to us and how we could take advantage of their experience and understanding to make things better for officers back in North Wales.

Over the two days, we were given presentations by a number of guest speakers and had opportunities to attend other sessions. Jayne Willetts, the Police Federation lead on roads policing, highlighted to all the delegates the importance of protecting rank and file officers by recognising their police training and qualifications where the standard and manner of driving is concerned.

Having been involved in a number of pursuits and been investigated for my actions as a result of some of these, it was something that really did hit a nerve with me. We are given the training, the equipment and the knowledge to carry out

our duties as police drivers and, regardless of our driving authority, the public expect us to do the right thing and catch the 'bad people' out there, be that by getting to a scene as quickly as we can or pursuing the criminality using our roads and bringing them to justice. I think that it's only right that we are then protected by a change in the law to acknowledge our qualifications. Hopefully, this will change in the near future.

Other guest speakers detailed operations that they had done in their areas. Some of these were, I'm glad to say irrelevant to us in North Wales at this time as the problems were very much prevalent in bigger city areas. Possibly we might have to look at these in the future, I'm hoping not.

We were given presentations detailing how one force was looking at vehicles being used without insurance and how they were using technology to identify and prosecute offenders. Other forces detailed how they used data and technology to get officers in the right place at the right time to target travelling criminals. Awards were given to officers who use hand held technology at the road-side to help identify suspects and offences being committed.

There was a lot of new technology being showcased at the conference from a road-side screening device for both alcohol and drugs. This was in the process of being Home Office approved and they were looking

at forces to assist in trying the device. Unfortunately, Dyfed Powys got there before me and will shortly be issued with the device to trial.

A number of police clothing suppliers were also present. The variation in quality, style and officer comfort was impressive. I have established some good contacts and will be taking some of the products forward to the clothing committee to see if there is a possibility of getting clothing that is both suitable and effective for all front-line officers.

What I quickly established was that the roads policing unit and officers in North Wales are very much ahead of the game when compared to other units across England and Wales. Some of the work being showcased and discussed in the conference has been done in North Wales for years.

The biggest thing that I took away from the Roads Policing Conference was the fact that we, as rank and file officers in North Wales, need to tell people about the good work that we are doing. Let's show case our work and tell others about what we are doing. I can tell you now, we are doing a good job with minimum resources in a geographically challenging area. Let's tell people about our work, the results we get, the lives we have saved, and are saving, before I attend another conference and see other people doing what we are doing but getting the credit for it.



Remembering fallen officers

National Police Memorial Day is an annual event to honour police officers killed in the line of duty, commemorating, remembering and recognising their sacrifice, bravery and dedication and commitment to their communities and colleagues every minute, every day of every year.

The next National Police Memorial Day takes place on Sunday 30 September at The Waterfront Hall, Belfast.

Belfast is now a major European destination for conferencing, culture and

business investment. The Waterfront Hall is an award-winning, purpose-built conference, arts and entertainment centre offering a variety of facilities including a main auditorium, studio, 14 meeting rooms, gallery space, gift shop, restaurant and two bars.

This year, the event organisers are looking forward to welcoming those who have attended previous events as well as those attending for the first time, along with the increasing number of visitors from overseas.



Ymagwedd newydd at blismona ffyrdd

Gan Trystan Bevan, cynrychiolydd Ffederasiwn Heddlu Gogledd Cymru

Cefais y fraint o fynychu Cynhadledd Plismona Ffyrdd Ffederasiwn yr Heddlu yn gynharach yn y flwyddyn. Er imi glywed gryn sôn am y brif gynhadledd, doeddwn i ddim yn ymwybodol am gynhadledd oedd yn canolbwyntio'n benodol ar Uned Blismona Ffyrdd. Cynhaliwyd y gynhadledd dros ddeuddydd yn Hinckley yn Swydd Caerlŷr.

Seiliwyd thema'r gynhadledd ar weledigaethau newydd.

Roedd gen i ddiddordeb brwd yn yr hyn roedd unedau eraill ar hyd a lled y wlad yn ei wneud yn wahanol ini gan fanteisio a rhaeadru'r wybodaeth a'i weithredu yma yng Ngogledd Cymru er mwyn datblygiad proffesiynol heddwision.

Yn ystod y ddeuddydd cyflwynodd nifer o siaradwyr gwadd eu gweledigaethau. Yr hyn bwysleisiodd Jayne Willetts sef Pennaeth Ffederasiwn Plismona Ffyrdd oedd yr angen i amddiffyn a pharchu heddwision unedau'r ffyrdd drwy gydnabod eu sgiliau, cymhwysterau a'u harbenigedd yn rhinwedd eu swydd tu nôl i'r llyw.

O safbwynt personol roeddwn i wir yn gallu uniaethu â'i geiria a'u doethinebau fel un sydd wedi bod o dan y chwydd wydr ar sawl achlysur wedi imi ddilyn gyrrwyr a

hynny ar gyflymder uchel o dan amgylchiadau hynod heriol a dweud y lleiaf. Fe roddir yr hyfforddiant, yr offer a'r dealltwriaeth ond mae'n afraid gen i ddweud nad ydy'r gefnogaeth yn ei le ar hyn o bryd gan y gyfraith i'm diogelu pe bai unrhyw beth yn mynd o chwith. Rwy'n mawr obeithio y bydd newid yn hynny o beth yn y dyfodol. Mae angen cyfraith sy'n gwarchod ac yn cydnabod anghenion a chymwysterau heddwision sy'n amddiffyn y cyhoedd ar y ffyrdd yn rhinwedd ein swydd. Dyna sy'n ddisgwylidig ohonom ar ddiwedd y dydd.

Cyfeiriodd ambell i siaradwr gwadd at achosion o fewn eu hardaloedd hwy. Nifer ohonynt yn amherthnasol i Heddlu'r Gogledd gan eu bod yn manylu ar broblemau dinesig. O bosib bydd raid edrych arnynt yn y dyfodol ond rwy'n mawr obeithio ddim.

Roedd un ardal yn arbernnig yn manylu ar y defnydd o ddata a'i ragoriaeth megis canfod cerbydau heb yswiriant. Eraill yn anfon heddwision i'r manau cywir ar yr amser cywir er mwyn targedu troseddwy'r hynny ar sail data. Gwobrwywyd heddwision oedd yn defnyddio technoleg o'r fath ar y ffyrdd wrth ddal troseddwy'r.

Cyflwynwyd ac arddangoswyd nifer o dechnoleg newydd yn ystod y ddeuddydd wrth brofi y defnydd o alcohol a chyffuriau ymhlith gyrrwyr ar y ffyrdd. Roedd un ddyfais yn benodol yn y broses o gael ei

hachredu gan y Swyddfa Gartref ac roeddynt yn gofyn am wirfoddolwyr i gynorthwyo gyda'r treialu. Yn anffodus bu i Heddlu Dyfed Powys achub y blaen arnaf yn yr achos yma...

Yn ogystal roedd nifer o asiantaethau dillad yn bresennol gydag amrywiaeth o ansawdd a steil effeithiol i'w cynnig. Byddaf yn rhaeadru'r hyn a welais gerbron y pwyllgor gyda'r posibilrwydd o addasu'r wisg ar gyfer heddwision y rheng flaen.

Wedi i'r ddeuddydd o fwynhad a dysg ddod i ben fe wawriodd un peth allweddol arna'i. Fe ddylai Uned Blismona Ffyrdd Heddlu Gogledd Cymru ddal ein pennau yn uchel gan ein bod, yn fy marn i, yn arloesi ac yn wir yn cyrraedd y brig ymhlith Unedau eraill yng Nghymru a Lloegr. Roedd rhai o'r agweddau a gyflwynwyd yn y gynhadledd wedi eu hen sefydlu a'u gwreiddio yma'n y Gogledd.

Rhaid ini felly beidio â bod ofn rhannu'r gwaith ac arferion ardderchog sy'n cael ei weinyddu yma ym mhob agwedd o blismona yng Ngogledd Cymru a boed i ninnau hefyd arloesi ar lefel cenedlaethol. Credwch chi fi, rydym yn llwyddo i'r eithaf, a hynny gydag adnoddau cyfyngedig yn ein meddiant, o fewn ardal ddaearyddol heriol. Rhaid i ninnau sefyll ar lwyfanna cenedlaethol gan dderbyn clod a bri yn hytrach na gwrando'n dawel a gwylaidd ar eraill.

Help the Police Federation celebrate 100 years

Next year the Police Federation of England and Wales (PFEW) celebrates its 100th anniversary.

It will mark the occasion by highlighting key milestones in the Federation's history and sharing stories, pictures and memories from officers over the years.

The Federation would love to hear your stories of your time as a serving officer. In particular, they are looking for stories around these subjects:

- Officers who served during key moments in policing history
- Female officers who can remember the Equal Pay Act coming in

- Reflections on how different policing was in the past
 - Amusing stories about the uniform, personal protection equipment, police stations and so on
 - Recognition, awards, special commendations
 - Special moments in your policing career – for example, helping someone special
 - How the Federation may have helped you.
- If you would like to share your story, please get in touch with Ally Crouch, PFEW campaigns officer, by emailing alison.crouch@polfed.org or calling **01372 352052**.

GDPR is here!

If you are a serving officer, you will have received a Data Processing Agreement form from us last May, asking you how you'd like us to stay in touch with you. If you haven't already replied, please do so in order that we can continue to communicate with you in your preferred manner.

We've updated our Privacy Policy and Privacy Notice. You can view both of these on our website at <http://www.nwpolfed.org/privacy-policy/> You can also view the Philip Williams & Co Privacy Notice in relation to the Group Insurance Scheme at <https://tinyurl.com/ydz23y4a>

A rural constable's visit to Buckingham Palace

By E. E. Moss, Sergeant Number 114,
Traffic Department, Wrexham (undated)

On 3 April 1929, I joined the Denbighshire Constabulary. We were the first recruits in Denbighshire to be sent for initial training to Birmingham City Police Training School at Digbeth, Birmingham.

Little did I then think that in less than a decade hence I would have achieved the greatest honour possible for any policeman to secure – that to be summoned by His Majesty The King to attend at Buckingham Palace to be decorated by him personally with the King's Police Medal for Gallantry. This great honour was bestowed upon me by King George VI when he held his first investiture at Buckingham Palace in February 1937.

But there hangs a tale.

What happened to me as a young constable in a remote country beat can happen to any other youngster. The opportunity to do your job and receive meritorious award does not always take place in the towns.

In 1936 I was the representative of law and order in the rural area of Llanfair Dyffryn Clwyd near Ruthin. At about six o'clock on 21 August 1936 I returned to my station having completed a somewhat monotonous tour of duty supervising the dipping of several hundred sheep at various scattered hill farms in the Llangollen district. As soon as I got in the house, my wife informed me that she had just received a message to the effect that a drunken man had been shooting at some people in the village of Graigfechan, about two miles away.

Reaching for my handcuffs and staff – one does not usually carry his appointments when on a sheep dipping expedition in the country – I remounted my 'old faithful' – a Rudge motorcycle of a somewhat rare vintage – and rode to the scene of the disturbance. On arrival at Graigfechan, I found the atmosphere rather tense and the peace of the countryside disturbed.

As usual in a rural area, the first point of contact in order to obtain any information is either the local pub or the village stores. Just before reaching the latter, I met the storekeeper's son, Tecwyn Williams, a young man 24 years of age.



PC Ellis Edward Moss (right) is greeted by a London police officer at the House of Commons as Sir Henry Morris-Jones, MP for Denbigh, looks on.

Tecwyn related to me what had happened. It appeared that at about half past five that day Herbert Clarke came from his house nearby carrying a gun, and he had his dog with him. He made some offensive remark to Tecwyn Williams and struck him in the face, also pointing the gun, a 20-bore single-barrelled, at him. Tecwyn wrested the gun from Clarke and knocked him down. While this was going on, one of the women screamed, and John Williams, father of Tecwyn, came from the shop nearby to investigate.

Clarke then threatened him with the gun. A further struggle ensued. John Williams took the gun from Clark but, on finding that the gun was not loaded, he unfortunately returned the gun to Clarke and advised him to return home quietly.

The next thing that happened was that Clarke returned to the road, and when John Williams and another man were about 40 yards away, Clarke fired his gun at them. John Williams being struck by two pellets, one just above the left wrist, and the other two inches below the left elbow. The injured man and his companion ran for shelter in the shop. In the commotion that followed, Herbert Clarke took the opportunity to disappear.

I realised it was of paramount importance that Clarke should be apprehended before he could cause any

more damage. Clarke was last seen walking away in the direction of the mountain. I asked Tecwyn if he would come along with me to act as my guide to go in search of Clarke.

Tecwyn readily agreed, jumped on the pillion and we rode away in pursuit. When we had travelled about a mile, I saw Clarke about 100 yards in the distance. He was walking on the right-hand side of the road in the same direction as we were going. He was carrying his gun under his left arm. His spaniel dog was on the other side of the road.

When Clarke heard the motorcycle he turned around, moved into the bracken on the roadside and placed his hand in his jacket pocket. He withdrew his hand and opened the gun breach. It appeared to me that he went through the process of loading the gun.

The road was too narrow for me to stop and turn back. If I did this there was every possibility that Clarke would fire at our backs. I decided that the only course for me to take was to accelerate and hope to knock him down before he could fire. This I did but when we were about six feet away Clarke brought the gun to his shoulder and fired point-blank at us. Simultaneously, with this action on the part of Clarke, I shouted to Tecwyn and dived off the machine towards Clarke's legs. As I left the

machine, I felt something whizz past my head.

I managed to catch Clarke by his legs and a struggle ensued, eventually I brought him to ground. I called to Tecwyn to assist me. Tecwyn replied: "I'm shot." I saw Tecwyn standing on the road, holding his right arm with his left hand. He was wounded in the right upper arm and was bleeding profusely. Still holding Clarke down, I told Tecwyn to come over to me and to lay down. I placed my handkerchief in the form of a tourniquet bandage to the injured man's arm.

I realised that Tecwyn was seriously injured, I also had a prisoner on a serious charge – attempted murder. I blew my whistle for assistance in the remote chance that someone might come along. Having reassured the injured man that I was going for help, I took Clarke with me in the direction of the village. On the way I met a farmer who had heard my whistle. I asked him to go along to the injured man, and I continued down the mountain road with my prisoner and then commandeered a car

and escorted Clarke to the police station at Ruthin.

Tecwyn was conveyed to the hospital at Ruthin. The doctor removed from the wound, gun wads, pellets and small pieces of bone. The arm had been shattered. It was later found necessary to amputate. Tecwyn was on the danger list for quite a while.

When I searched Clarke later at the police station, I found in his possession 11 live cartridges. Clarke asked me where he had shot Tecwyn. I told him. Clarke replied: "I'm glad. I'll do it again. I'll kill him and his bloody father."

On 20 October 1936, Edward Herbert Clarke appeared at the Denbighshire Assizes, held at Ruthin, before Mr Justice Lewis on the following charges:

- Shooting at John Tecwyn Williams with intent to murder.
- Shooting at myself with intent to murder.
- Shooting at John Williams with intent to do grievous bodily harm.

Clarke was found guilty on all charges

and was sentenced to five years' penal servitude*, on each charge concurrent. He served part of his sentence at Maidstone, Kent. While at this prison he was certified insane and was removed to Broadmoor. On completing his sentence, Clarke became 'rate sided' to the Denbighshire County Council and was transferred to the Mental Hospital, Denbigh, where he still remains as a patient.

Tecwyn Williams, on the recommendation of the Denbighshire Standing Joint Committee, was awarded an ex-gratia payment of £1,500 in respect of injuries received while assisting the police. Employment was also found for him as a messenger at the County Offices, Ruthin. He remained there for several years until his health failed. And to conclude this account on rather a poignant note, Tecwyn died about two years ago having been bedridden for a long period suffering from consumption.

* Penal servitude was abolished in the Criminal Justice Act 1948

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Policing the prison

By *PC Gary Edwards, currently on secondment to the new Wrexham Prison*

I can prove the theory of an alternate universe. A place where as soon as I set foot through the gate, my hard fought honour of being a constable is stripped. The power to arrest on suspicion, use force and carry weapons, such as handcuffs, Casco baton and Taser, evaporates. I'm referring to my role in HMP Berwyn.

Once the trappings of a privileged position are gone, I notice the police officers, the people who have the responsibility to keep the peace, to look after the vulnerable to save life and limb, are the prison officers. I, like the prisoners (or residents), am the public and the prison officers are the authority.

I experience this juxtaposition during every shift. My responsibilities are to investigate crime which the Ministry of Justice deems more serious than the judge-led adjudications can sentence on. This threshold is, in fact, pretty low. Moreover, a prison which houses convicted criminals generates a lot of crime. Who would have thought it?

Our team consists of a sergeant and three detectives and we are located within the security offices of the prison. Incidentally, our office is no bigger than a double cell with no window. We are, however, lucky to have the seized property cupboard within our small refuge where we are regularly interrupted by prison officers storing a range of prohibited items from Hooch to drugs, weapons and broken kettles! A completely different story.

I sound bitter towards the prison officers for their constant interruptions. In reality, they are actually fantastic to work with. They will provide any exhibits we require as well as CCTV within a very short period and are genuinely interesting people with a kinship to police officers. The affinity is derived from the clientele they deal with, the violence they face and the harsh assault on pay on conditions we all appear to forever endure.

HMP Berwyn Governors also understand what the police require on a daily basis when investigating the crimes that generate from within the prison. Evidential avenues, such as access to residents' phone data, visitor information and all manner of material is either accessible by us directly or a quick conversation away. We also have full access to the prison and access to the keys. I can walk anywhere I want, although I tend not to whistle my way through the wings when the residents are on association. No PPE, remember!

This partnership working and trust is greatly appreciated and very much needed. The volume of work which the prison is currently generating is over spilling the capacity of the team and the prison is only half full. Any additional bureaucracy to access this information, such as Titan forms, would break us. I also understand this is a new way of working and one that other prisons and police forces are keen to replicate.

Much has been made of the ethos of the prison in the local and national press. The second largest prison in Europe has also been deemed the cushiest. Having visited many prisons over the years, I concur that indeed the residents are in the Shangri-La of Slammers.

A resident is called a resident, previously a 'man' and not the usual 'prisoner'. Cells are rooms, although the residents always call them 'pads', and, when you first arrive, you have full privileges instead of building them up on good behaviour as is the protocol in other establishments.

A resident will have full access to a laptop which they can use in conjunction with education, ordering their canteen, making complaints and communication. They have a phone in their rooms rather than the traditional community phone where the feeble convicts would have to cut their call short when a brawnier Fletch arrives in the queue. Finally, they have a shower and a flushing toilet. The residents have access to various opportunities to work and develop educationally with a variety of businesses and universities.

Even writing this, I feel the cynicism rising from the pits of my stomach. Years of endlessly working to put these people away to now discover the realities of prison life; hardly a punishment.

Believe me, I have battled with this cynicism since arriving in November 2017. I pondered it over a cup of tea in the newly established café where we are served by residents who bake and serve prize-winning pies. I interact with residents daily, whether it's walking through reception or being greeted with my usual 'owight la' whilst passing a cleaner or two on the stairs or admiring the well-trimmed and blooming gardens which are lovingly kept and maintained by the residents. Residents who want to better themselves are all around me. I have no doubt there will be hundreds more bettering themselves within the work and educational programmes. Yet, as it is in real life, they tend to be overlooked.

The cynicism is tempered when I reflect that the governor and his staff, on our behalf, are offering convicts every positive



opportunity possible when they reside at this establishment. If a criminal wishes to reform, this is the place to do it. If THEY choose not to, they really only have themselves to blame.

My own personal task screen has never looked so daunting. Reviews are underway too for much needed staff increases as there is little doubt the workload will increase with the resident numbers. I have encountered every crime imaginable. They are mostly assaults on prison officers, or resident on resident assaults and even prison officer on resident assaults.

They range from common assaults to serious woundings, thefts, domestic-related crimes, sexual assaults and every other crime you can think of. Pottings are quite common which is a particularly nasty crime where the offender will collect urine and excrement and throw it over a prison officer. Sometimes in retaliation, sometimes because they are paid but always a degrading experience for the victim.

It is a community in its own right and we have all the crime of a community apart from traffic. Or so I thought, until my sergeant pointed out she reported someone for no insurance in the car park! Another recurring issue is drug use and the organised crime gangs are nothing but persistent and ingenious in how they will ensure wings are supplied with all manner of illegal substances. Often we will deal with attempted passes of substances in the visiting area. Guaranteed this will occur as you are thinking about finishing and going home for the day.

On the theme of organised crime, it is also a sobering thought that our new facility is home to gang members from all around the country and they are actively operating in our relatively quiet area. Much of the crime we experience is directly or indirectly a result of their criminal activities.

So far, this secondment has been interesting, busy, frustrating at times, but never boring. The current resident count is around 1,083 and with an added remand wing, we are expecting the population to increase rapidly throughout the rest of the year. Without a doubt, extra resources from the police will be required, sooner rather than later.

Anyway, I'm off to purchase a rather excellent prison pie.

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Rooms are available for the remainder of this year up to and including the weekend of 14th December at Castlebrae (Auchterarder) and with more limited availability at St Andrews (Harrogate). Check availability and book on our website.

2018 rates:

£100 double/twin or £80 single
(Friday & Saturday nights inclusive).

2019 bookings open on 1st October

Bookings will open earlier this year to meet demand. Please note that for the 2019 season we will be increasing our room rates for the first time to £120 double/twin and £100 single (Friday & Saturday nights inclusive) to enable us to continue to meet costs and maintain the level of support to the charity. We look forward to welcoming guests both old and new and thank all NARPO members for their support with this venture.

T&Cs apply and are available on our website.

For more information

Visit: www.thepolicetreatmentcentres.org

Email: enquiries@thepolicetreatmentcentres.org

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The Police Treatment Centres

The PTC – helping you get back to full health



The Police Treatment Centres (PTC) is a police charity with the aim of providing support and recuperation for ill and injured police officers.

At the moment there are 50,000 police officers signed up and supporting the PTC with 4,000 attending for treatment each year. In the last three years the charity has seen 10,000 different officers which means statistically in a three-year period one in five police officers has required treatment. Therefore, statistically after 15 years you will require the services of the PTC.

In some cases, the centres have saved the career of police officers and in others got them back to full duties much sooner than they otherwise would have.

Recently, the PTC asked the Robert Gordon University (RGU) to undertake a study of the effectiveness of the physio service the charity provides. The main conclusions drawn from the study included:

- Significant improvement in ability
- Significant improvement in the quality of life
- Significant reduction in pain.



As part of this study the RGU did a follow-up at the six-week point to ensure these measures were maintained and found the following results:



In order to achieve these results, the charity has invested heavily in the quality and training of its staff and the facilities available. The gyms at both centres are equipped with two state of the art Alter-G treadmills. These support officers with weight bearing injuries and work by removing a percentage of the user's body weight (up to 70 per cent) allowing them to walk or run far sooner than they would otherwise and rebuilding muscle in the affected area.

The PTC is currently seeing an increase in the number of officers attending for psychological reasons. In 2017, it saw a 12 per cent increase in officers attending for psychological reasons which means almost one in four officers who attend the PTC are seeking this type of support. To meet this demand, the charity has increased the staffing levels to support the programmes and in 2017 provided 3,000 hours of counselling, 4,450 hours of complementary therapy and 2,100 hours of classes to support this.

In assessing the impact of the programme, it uses two psychometric tests - PHQ9 and GAD7. The team assesses patients both on arrival and when they depart to measure the benefit of the programme. The results have been exceptional and have seen the average score for PHQ9 drop from 13.4 to 5.5 and GAD7 from 12.3 to 4.5.

Please make sure that you are signed up to the PTC to ensure you have access to the treatment and facilities should you require them. To sign up, please submit a pay deduction request via Optimum.



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Bespoke benefits through the Group Insurance Scheme

Most members are aware of the main benefits provided by the North Wales Police Federation Group Insurance Scheme such as life insurance, travel insurance, motor breakdown and legal expenses cover.

However, there are also some bespoke cover contained within the scheme which is relevant to police officers, and this article is intended to serve as a reminder of some of those unique benefits.

Unrecovered court compensation

One of the many hazards faced by police officers on a daily basis is the risk of injury following assault, often occurring while attempting to detain a suspect. Most officers will be able to recount the occasions when they have been injured with varying degrees of severity.

When the case comes before a court, part of the sentence is sometimes a sum of compensation awarded to the officer to be paid directly by the offender. However, as we all know, this is often the end of the matter, the compensation remains unpaid and is never received.

But, as part of the Group Insurance Scheme, we have cover in place whereby if the compensation has not been paid within six months from the payment date of the award, the policy will pay up to £500.

Since April 2017, 15 officers have been able to claim this benefit with nearly £3,000 being awarded.

Unsocial Hours Benefit

As part of the Winsor pay review, an Unsocial Hours Benefit was introduced as part of police remuneration for those who work unsocial hours between 20.00 and 06.00. If you normally work unsocial hours as part of your shift pattern and are therefore in regular receipt of this payment, the sudden loss of the benefit due to sickness can have a significant effect on stretched family budgets.

Your Group Insurance Scheme can provide some assistance in such circumstances and will pay 7.5 per cent of your hourly rate if you are unable to attend work due to sickness. There is a qualifying period of 14 days before payment can be claimed and there are maximum benefits payable depending upon rank. Full details are contained in the scheme booklet.

Convalescent benefit

Those members who subscribe to the Treatment Centres are well aware of the

excellent facilities and treatment available from the police convalescent homes at Harrogate and Auchterader. However, for those members who attend the homes on the recommendation of a medical practitioner, the Group Insurance Scheme will also pay a benefit of £70 for a stay at

Auchterader and £40 for a stay at Harrogate to help with transport costs of attendance.

Since April 2017 more than £1,500 has been paid to 36 officers from this benefit.

Further details

Documents and further details of the cover and how to claim the benefits can be accessed by visiting the Federation website www.nwpolfed.org

The North Wales Police Federation Group Insurance Scheme offers excellent value for money and, while the majority of officers are already members of the scheme, if you would like to join please contact the Federation office on **01492 805 400** or download the application form from the Federation website.

Red Arc offers practical advice and emotional support



As part of our commitment to supporting the welfare of North Wales Police officers, we have included the services of Red Arc as part of the Federation service to all officers, and also to police staff who are members of the Group Insurance Scheme. Also amend the first sentence of the Who can access the service? to "The service is open to all police officers and to police staff who are members of the Group Insurance Scheme"

About Red Arc

Red Arc was established in 1997 as an independent care advisory service, providing practical advice and emotional support for people suffering a serious illness, bereavement or long-term disability at different life stages.

The advice and support they provide is totally confidential and no information or details will be passed to the Force, Federation or even contained within your NHS records. No-one will know you have called except you and your nurse adviser at Red Arc.

Who can access the service?

The service is open to all police officers and police staff members who are members of the Group Insurance Scheme

This is a family benefit and therefore the service is available to you, and your immediate family and dependents.

How the service works?

The scheme provides support for a wide range of conditions including critical illness, mental health problems, work-related stress and muscular-skeletal problems.

When necessary, and with your specific consent and permission, your Federation representative can even make that initial call for you and ask a nurse adviser to contact you.

The first contact

• A personal nurse adviser calls

The initial call introduces the nurse and explains exactly how the service can help. If contact can't be made, then a letter is sent explaining what the service offers and assuring

you of the confidentiality of the service.

• Ongoing support

Following the initial call, the nurse takes time to listen and understand how they can help both emotionally and practically. Regular support calls are put in place and, in many cases, this relationship continues for several years – remember this is focussed on your needs and each of us are different.

• Additional help

Where clinically appropriate, at the discretion of the nurse, your nurse adviser may identify extra support or therapy that could help to speed up recovery or make life more comfortable. They can organise a very wide range of additional help e.g. a one-off specialist nurse visit, counselling, specialised physiotherapy, speech and language therapy, complementary therapies, specialist equipment, the list is wide and varied.

In addition, the nurses regularly supply CDs, DVDs, books, leaflets, factsheets and health-related books including some specifically designed for children.

The Red Arc ethos is all about being creative in helping people when they need it most.

Your personal nurse adviser will be available to you by telephone in normal business hours, and will be able to provide information and support for as long as you need it.

Red Arc can also provide information about charities specialising in your particular health condition, and can often direct you to self-help groups that will help you come to terms, and cope better, with your problem. Home adaptation and special equipment to aid everyday living are other important areas where they can provide guidance.

If you feel that they could support and help you or your family, ring Red Arc on **01244 625183** in normal business hours.



POLICE

YOU PROTECT THE PUBLIC...

but how can you protect your future?

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

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

As a Senior Partner Practice of St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need, so you can enjoy the finer elements of life and give you that all important peace of mind for the future. Please contact us to arrange a no obligation consultation.

In a recent survey 96% of clients were very satisfied / satisfied with the overall quality of our service and would recommend our services to others.*

*154 clients responded to the survey.

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

BRIAN ROBINSON, MOLD

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

**ANTHONY DUFFY,
RETIRED, PWLLHELL**

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

MARK DAVIES, RETIRED, MOLD

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PARTNERS IN MANAGING YOUR WEALTH