

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



SEPTEMBER 2017



Downing Street
reception for our
brave officer – See Pages 10 and 11

Representing • Negotiating • Influencing

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Cover photo: PC Stephen Cooper, the North Wales Police Federation nominee for the Police Bravery Awards with his wife, Michele, outside No 10.

Photo courtesy of Anderson Photography.

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Pay award is an insult, says the Federation

The misleading way in which the Government has attempted to claim it has given police officers a two per cent pay increase is insulting, according to North Wales Police Federation.

The Federation has hit out at MPs enjoying above inflation pay awards while the police have been hit hard by austerity measures.

The North Wales Police Federation officials' views on the pay award, heralded as a two per cent increase and a break from the one per cent cap on public sector pay rises, echo those of the national Police Federation chair Steve White who has said it would leave many officers "angry and deflated".

He explained: "Police officers do not join the service to make huge amounts of money; they do it out of a sense of duty and this year in particular have been tested to the max. However, they expect to be paid suitably for the immensely demanding role they perform and this simply is not the case."

The two per cent award, which comes into effect from 1 September 2017, is a one per cent pensionable pay rise across the board, plus one per cent as an extra amount this year, non-pensionable.

"We asked for 2.8 per cent and provided

compelling evidence to support this, which on first review appears to be reflected in the recommendations made by the Police Remuneration Review Body (PRRB) – the body which makes recommendations on police pay – to the Government. We were not greedy in what we asked for. Officers have been taking home about 15 per cent less than they were seven years ago. While it is a step in the right direction, the Government should have done this sooner but we don't feel that non-consolidated pay awards are the way forward."

There are also concerns about how this will be funded.

The PRRB report contains four recommendations including an increase in London Weighting and Dog Handlers' Allowance, the introduction of "targeted arrangements" in the year ahead to give chief officers the flexibility to make extra payments to officers in hard to fill roles and the development of an integrated police workforce and pay reform plan through to 2020.

The 76-page report ends with a commitment from the review body to help develop an effective police officer package which supports delivering a policing service

Federation demands answers in open letter to PM

Police Federation officials from across England and Wales have sent an open letter to the Prime Minister demanding answers from the Government on the police pay award.

Representatives from all 43 Police Federations in the country endorsed the letter, saying "members were angry" and forces "had been put in an impossible situation".

"We feel the Government has not been truthful and honest about the pay award given to officers, and that is insulting. The two per cent awarded has to come from existing policing budgets which means forces may have to choose between officer numbers and public safety. That cannot be right," said Calum Macleod, vice chair of the Police Federation of England and Wales.

The letter was sent on behalf of all 43 branches of the Police Federation of

England and Wales.

It tells Theresa May:

- The pay award of, on average, less than £10 a week is insulting.
- A two per cent rise is not a rise when it has to come from existing policing budgets.
- It's a disgrace you have dressed it up as a pay rise.
- Funding must come centrally; it is unfair to make the public suffer with fewer officers available to fight crime.
- It's a disgrace you have ignored the recommendations from the independent Police Remuneration Review Body – the very body you set up to advise on police pay.
- Forces cannot cope with any further falls in police numbers.
- Communities will be further under threat at the very time protection is needed the

n insult, ation

for the public.

It states: "We conclude that the environment for the 2018/19 pay round will be challenging but could also present opportunities for the parties to take a more flexible approach with a view to the significant reforms ahead. On a more general point, we commented at the start of this report on the importance of pay restraint not undermining the "contract" with society in which the public expects to have an effective police service enabled by fair remuneration.

"The service is also at risk as pressures on the police officer workforce rise in the context of changing demand, reduced workforce numbers and restrictions on officers. Against this background our terms of reference require us to take a consistent, strategic and holistic approach to police officer pay and conditions. We therefore stand ready to play our part in developing an effective police officer package that supports delivering the service to the public."

The national Federation will now be looking closely at the details in the PRRB report and will provide a further update as soon as possible.

Open letter to PM

most. Community policing plays a vital part in intelligence gathering to help combat terrorism and it has been decimated.

- 'Extra' police officers are not 'extra' police officers. They are the same officers doing longer hours, being called back in when they are off or being given extra responsibilities.

- Crime is not falling.

The letter concludes: "We don't want meaningless platitudes. We want a properly funded and well-resourced police service. The public rightly want and expect this.

"For the sake of those who put their lives on the line for the public, we demand you address these injustices and give us answers."

You can read the letter in full at polfed.org

Two thirds of officers reject routine arming in new survey

Two thirds of officers don't want to be routinely armed, according to the results of the latest Police Federation of England and Wales survey on the issue.

Just over a third (34 per cent) personally supported the idea of routine arming, compared to 23 per cent in 2006, the last time a similar survey was conducted by the national Federation.

And 55.2 per cent (44.6 per cent in 2006) said they would be prepared to carry a firearm if it was decided all officers should be armed on or off duty.

However, the greatest support (42.5 per cent) was for firearms to not be issued routinely to all officers, but for more to receive training and be issued with firearms as and when needed.

Steve White, national chair of the Police Federation of England and Wales, said: "Considering the threats we now face, the resources we don't have and the demand we can't meet, we expected to see an increase in support for routine arming.

"Despite the atrocities seen this year, a terror threat that only goes up, never down, and prolonged pressure heaped on officers, they still hold on to the principle of policing by consent, with two thirds of officers not wishing to be routinely armed if given the choice."

Similar to the 2006 results, male officers (41 per cent compared to 16 per cent of female officers), those in urban locations (40 per cent) and officers in front-line roles e.g. roads policing officers (48 per cent) and response officers (42 per cent) are more supportive of routine

arming.

Figures also highlighted officers were concerned that armed support would not be readily available should they require it, with more than half (56 per cent) raising this, up 13 percentage points since 2006.

Steve explained: "Firearms officers have not escaped the savage cuts to police numbers across the service since 2010. Only now are we seeing those levels return because of the need for this specialist skill. Let's face facts, we live in dangerous times."

The survey showed a significant proportion of officers wanting improved access to protective measures and equipment at all times on duty. This included double crewing (68.4 per cent), body-worn video (78.1 per cent) and Taser (74.6 per cent).

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 national chair added: "We have seen a huge increase in the number of forces providing officers with improved protective equipment, but their hands are often tied by Government purse strings.

"We will use the results of this survey to inform, lobby and direct the changes our member's desire and deserve, to not only keep themselves safe but help achieve their number one priority in keeping the public safe."

You can read the full report on the survey at polfed.org



We have to care for people within the Force too

Hello all, I am Detective Constable Vicky Knight and I have recently been elected onto the North Wales Police Federation Board as the representative for women police constables.



This is an area of work which I am absolutely passionate about and also an area where I have experienced several issues of my own. These experiences enable me to sympathise and to hopefully negotiate through some of the issues that women (and some men) experience due to the nature of our diverse roles within the police service.

I am acutely aware of the "job job", "mum job" juggle.

As a single mum, I undertake this juggle on a daily basis. I try all the time, and often fail, to strike the balance between the two very demanding roles. I feel ever-guilty, either for running away from work and leaving my colleagues to "hold the fort", or 'phoning friends and relatives with yet again another plea for childcare, so that I can stay to help my team in whatever the latest incident is. I often arrive home long

after bedtime and long after my son is asleep.

I am sure that all parents in this job, male and female alike, can sympathise and often find themselves in exactly that situation.

Do I feel guilty? Yes, absolutely, all of the time, on both of the above accounts, but this is the price we pay to have a career, to be in this profession and to be a parent.

I have recently experienced my first foray into the world of the flexible working policy. I found the process and filling in the forms as a "first timer" both daunting and confusing. Trying to balance what was necessary for my son and I with the needs of the organisation was nigh on impossible. I have found the process to obtain an agreement both slow and frustrating. The support I received from my management and HR has been admirable, however, this process still needs some work to make it easier and much more user-friendly and not the uphill slog it has felt like.

Then there are more fundamental issues.

We have recently undergone a massive organisational change in relation to our pensions. This for many of us now means working until our 60s.

Recently, issues such as menopause in

the workplace have been highlighted. This is a very real issue both for the women suffering the symptoms and the managers managing those people affected. Some work still needs to be undertaken, to help women going through this phase in their life. If we can help to make these women feel supported and to meet their needs, again with the balance of the organisational requirements, then we can help them to be as productive as possible during this time.

The facility for home working and again flexible working could be much more widely and better used. Are we efficient in our use of home working? This is proven to have many benefits to the organisation and to individuals and could help to alleviate some childcare and welfare issues as well as issues that those individuals who are carers face. That's not to mention the economic and environmental saving to North Wales Police.

I am aware of the excellent work already being undertaken within our Force by the woman's network association and many of the issues I highlight are already under the spotlight and up for debate.

As policies come into place around these issues and many more that affect women on a daily basis, we need, ever more, to work closely together as a team. We need to ensure that these policies are understood, adhered to and not viewed with the age-old suspicion that somebody is getting an easy ride.

I am no expert (yet) in relation to all of these issues and policies, but I do have some personal knowledge. I am here to do my best and to try in whatever way I can to make that journey easier, both in terms of individuals and in supporting management to try to negotiate ways forward.

After all, what chance do we stand of looking after our victims and communities if we cannot care for the welfare and needs of the people within our own organisation?

“AS POLICIES COME INTO PLACE AROUND THESE ISSUES AND MANY MORE THAT AFFECT WOMEN ON A DAILY BASIS, WE NEED, EVER MORE, TO WORK CLOSELY TOGETHER AS A TEAM. WE NEED TO ENSURE THAT THESE POLICIES ARE UNDERSTOOD, ADHERED TO AND NOT VIEWED WITH THE AGE-OLD SUSPICION THAT SOMEBODY IS GETTING AN EASY RIDE.”

Policing on life support

By Mark Jones,
Central Sergeants'
Representative



I won't make any apologies and I understand that much of what I say will come as no surprise to colleagues and those connected to the police service.

Policing is on life support and unless something significant happens to speed recovery then there really is only one inevitable outcome.

Conveniently, on the final day of Parliament before the MPs went off for their summer jaunts, the Office for National Statistics (ONS) released the latest crime figures for England and Wales and they make for deeply worrying reading.

Recorded knife crime is up 20 per cent, the highest number in seven years, alongside a 23 per cent increase in gun crime and an 18 per cent rise in violent crime – and these figures do not include the recent terror attacks.

ONS statistics also show the number of police recorded crimes for the year ending March 2017 reached nearly 5 million over the past 12 months, an increase of 10 per cent. This represents a staggering 458,021 separate offences more than the previous year - fraud (3.4m) and computer misuse (1.8m) also accounted for a further 5.2 million incidents.

So it's evidently clear that the police service is dealing with vast amount more crime; that very thing Theresa May as then Home Secretary said we should deal with, no more, no less. This doesn't even take any account of the other strenuous demands that the police have to cope with: the persistent missing persons, the concern for safety events, the social services pass-ons, the ever-growing mental health epidemic. I could go on and on and on.

The country is a more dangerous place – fact. More crime is occurring – fact. There

are more victims of crime – fact.

Does this mean that the police service is failing? Not necessarily. I'm not going to be that naïve and say that we are completely faultless; any multi-layered organisation dealing with such complex issues will have weak links but I know that the most single factor in this crisis is the lack of police officers.

On the same day as the crime statistics report, the ONS produced another document showing yet another drop in officer numbers across England and Wales.

The police workforce statistics reveal a fall of nearly 1,000 officers in the last 12 months (123,142 down from 124,066 the previous year). The number of officers in front-line roles has fallen, from 106,411 as at 31 March 2016 to 105,571 as at 31 March 2017, a fall of 840 officers (1 per cent).

The number of officers in local policing roles fell by 1.7 per cent in the latest year, to 56,430. The report highlighted forces are trying to meet demand with the lowest number of police officers since 1985.

The facts speak for themselves. Policing is threadbare. We simply do not have the numbers to be able to police effectively, safely and to manage the risk out there. I talk to officers who tell me about them being physically and mentally drained every single day.

Officers are that busy that they rarely get a moment to have a break during their shift or to be able to eat, one of life's most basic human rights. The scrutiny and demands from others, and a lot of it from within our own organisations, placed on front-line officers is unacceptable, unfair and unnecessary.

Yet, we work in this risk adverse world where we are afraid to say "no", afraid to take those bold decisions that may upset others, including colleagues, and that we want to try to please all. We cannot continue being the agency of last resort; others now have to take the slack.

With the lowest police officer numbers since 1985 and some of the highest crime figures in recent times, something has to give. Sadly, we are seeing more terrorist incidents and this horrific trend will only continue. Officers cannot cope any longer.

This is coupled with increasing numbers of assaults on police officers and increasing numbers of officers on sick leave suffering from stress and anxiety. Enough is enough!

Senior officers are now starting to become more vocal about how the cuts to policing are having adverse impacts on the service we provide but some well-constructed words are not enough because Government certainly isn't listening.

We need bold leaders to tell the public just how brilliant their police officers are, not regurgitate corporate drivel. When things go wrong, be confident in publicly backing your officers dealing with extreme circumstances instead of throwing them under the bus. If the workforce see this public display of leaders standing shoulder-to-shoulder with their "troops" then they will be forever grateful. It really is the little things that count.

Policing is on its knees, police officers are on their knees and soon I fear that something will snap; I daren't even think of the consequences. Don't let this happen to the greatest police service in the world. Cuts really do have consequences.

“ POLICING IS THREADBARE. WE SIMPLY DO NOT HAVE THE NUMBERS TO BE ABLE TO POLICE EFFECTIVELY, SAFELY AND TO MANAGE THE RISK OUT THERE. I TALK TO OFFICERS WHO TELL ME ABOUT THEM BEING PHYSICALLY AND MENTALLY DRAINED EVERY SINGLE DAY.



Crying wolf? I think not...

By Paul McKeown
Chairman of the
North Wales
Inspectors' Branch
Board



The General Election result was a bit of a shock, but a pleasant one at that. It showed that the public weren't fooled by all the rhetoric circulating that austerity was working and public services were managing to do more with less.

I remember sitting at conference a couple of years ago and the then Home Secretary almost sneering at us and stating that we were crying wolf when it was pointed out that the cuts were having, and would continue to have, consequences.

At the time, I was exasperated by this response and it left a bitter taste in my mouth. Well, it is now clear to everyone what the consequences are. I have noted recently that some commentators have reminded us that the wolf did actually exist. I'm amazed that members of the Government have the gall to continue as if it had nothing to do with them. I wonder when their actions will catch up with them.

As I type, they have advised us that they are delaying the pay award until after the summer. What's that about? The Fed's most recent pay and morale study shockingly highlighted that one out of ten officers can't afford all their essentials and that some are using food vouchers. That is ridiculous in this day and age. Officers are daily putting themselves on the line yet are

not deemed worthy of proper remuneration. All the Government has done for the past seven years is to give us a little rise but then take it away by increases in other areas. I am not holding my breath for anything decent this year.

Meanwhile, here in custody, the new bail legislation has arrived. So far, all the hard work by my bosses to decipher the legal elements and construct new processes seems to have worked. I wouldn't say everything is going like clockwork but we are getting there. There is extra bureaucracy which is a pain but, in the main, we appear to be bailing on a par with other forces. There have been some robust discussions about whether to bail or not but hopefully these should diminish with experience. I am unaware if the public have cottoned on to what we are doing yet and it will be interesting to see what the reaction is when they do. I suspect that we are not yet out of the woods with this cultural change and my initial misgivings will come to fruition.

We have also recently introduced a body-worn video camera into St Asaph custody on trial. Not all our cells are monitored and so this has left custody staff at risk from allegations which, despite being clearly unfounded and disputed by officer accounts, the IPCC with the fervour of the Inquisition, has chosen to believe the complainants and not the officers. We have had to introduce the trial while the Force considers whether it can afford to improve custody CCTV. I would ask if we can afford not to.

Talking about kit, did you all complete the Federation's routine arming survey? I have just finished. I'm not sure what conclusions will be drawn when it is

finished. My own opinion is that we are not yet in the position that we all need to be armed all of the time. I used to be a basic AFO years ago. This meant that I would occasionally be issued with a pistol in order to protect myself and the public when dealing with certain scenarios. These included guarding witnesses in hospitals or protecting the royal palaces and embassies.

I remember when I was "carrying" I was very conscious that I had this heavy weight on my belt and I would get concerned if anyone got too close to me. I always thought if I had to carry it all the time that I wouldn't like to walk in to a pub fight. I'd be scared of someone taking it off me. It was clear to me that being routinely armed would massively change the way I did my job. I would imagine most of us feel that way.

At the moment I think the public are happy to see more armed officers on the streets but I'm not sure that they would be particularly impressed if we were regularly carrying them into their houses dealing with normal everyday policing incidents. I do think in the future we will need more officers trained with easier access to at least handguns.

These will also need to be distributed across forces so that a quick firearms response can be guaranteed while they wait for the full-time firearms officers; maybe not here in this Force as we tend to have good coverage. I also wouldn't imagine we would need them very often so would it be cost-effective? Not likely. It will be interesting to see what happens.

In my last article, I mentioned a vital piece of kit which I felt PSU officers were lacking. I'm pleased to update you that the Force has since issued the officers with the appropriate apparel. Can I thank those of you who kindly sent me pictures of what you thought the kit should look like.? They made me blush.

“ I'M AMAZED THAT MEMBERS OF THE GOVERNMENT HAVE THE GALL TO CONTINUE AS IF IT HAD NOTHING TO DO WITH THEM.

Have your say about the Group Insurance Scheme

North Wales Police Federation will be renewing the Group Insurance Scheme (GIS) in 2018, and we want to know your views on the current scheme.

If you are an existing member of the GIS, we want to know what you think of things such as the level of cover and whether you would like to see any aspects changed or new provisions added.

If you're not currently a member, we'd still really like you to tell us what you think should be included.

We've produced a survey where you can tell us what you

think, and it only takes five minutes to complete. It will be open until 28 October, and by taking part you can enter into a prize draw to win a Kindle Fire*.

If you don't want to enter the draw, please close the survey from your browser on the final page.

You can find the survey at <https://www.surveymonkey.co.uk/r/XFK3SP8>

Many thanks for taking part.

*Kindly donated by Philip Williams & Co

Remembering fallen colleagues

St David's Hall in Cardiff hosted this year's National Police Memorial Day service.

The service, on Sunday 24 September, was attended by chief officers, Federation representatives from across England and Wales and Home Secretary Amber Rudd. But the most important guests of all were the families of fallen officers. North Wales Police Federation was represented at the service by Sergeants' representative, Mark Jones.

The names of the six officers who have lost their lives since the last memorial day service, held at St Paul's Cathedral in London last year, were read out by national Police Federation chair Steve White:

DC Joe Mabuto (42) of Thames Valley Police who died on 27 September 2016.

Inspector Mark Estall (45) of Essex Police who died on 5 January 2017.

PC Paul Briggs (43) of Merseyside Police who died on 21 January 2017.

PC Austin Jackson (38) of Leicestershire Police who died on 16 March 2017.

PC Keith Palmer QGM (48) of the Metropolitan Police who died on 22 March 2017, and

PC Gareth Browning (36) of Thames Valley Police who died on 1 April 2017.

The service began with processional music led by the band of the South Wales Police and Corps Drums and a welcome from the Lord Mayor of Cardiff, Councillor Bob Derbyshire, before a new book of remembrance, provided by The Police Roll of Honour Trust, was dedicated with prayers led by Canon Adrian Gatrill of Police Chaplaincy UK and the swearing of an oath of allegiance by all serving officers led by Chief Constable Sara Thornton, chair of the National Police Chiefs' Council.

Along with hymns and prayers, which included participation from the family members of four fallen officers, the Cór Meibion Llanelli performed two songs and the Home Secretary gave a reading from the gospel of St John.

During the act of remembrance four candles were lit, one for each of the four nations of the United Kingdom of Great Britain and Northern Ireland, with family



Mark Jones (right) with Gwent chairman Tim Wilcox (left) and Calum Macleod, vice chairman of the Police Federation.

members again taking part in this part of the service.

PC Lowri Davies, daughter of PC Terence John Davies of Gwent Constabulary who died on 23 August 1990, aged 34, lit the candle for Wales.

Thelma Corkey, widow of Reserve Constable Samuel Snowdon Corkey, who died on 16 November 1982, aged 41, lit the candle for Northern Ireland.

Laura Wiggins, daughter of PC Douglas Wiggins, Police Scotland, who died on 3 May 2016, aged 55, lit the candle for Scotland.

Pamela Knee, sister of PC John Egerton, Greater Manchester Police, who was murdered on 11 March 1982, aged 20, lit the candle for England.

As the National Police Memorial Day Orchestra played Abide With Me and the Last Post was sounded, petals of remembrance, representing all who have lost their lives, fluttered down from the gallery in a very moving feature of the service. After a moment of silence, Reveille was sounded.

The service ended with an act of dedication, led by South Wales Chief Constable Peter Vaughan, a blessing led by the Archbishop of Cardiff George Stack and Archbishop of Wales John Davies, and the national anthems Hen Wlad Fy Nhadau and God Save The Queen.

Next year's National Police Memorial Day service will be held in the Waterfront Hall in Belfast on Sunday 30 September 2018.

United we stand

By Mark Jones

From having only attended the Police Bravery Awards a few months ago, the National Police Memorial Day came as a timely, and stark, reminder of the sheer number of officers who have made that ultimate sacrifice and fallen in the line of duty. We will never be able to thank them enough nor praise them for the compassion, care and commitment they gave to protecting their communities.

On attending the memorial day service in Cardiff, I was in awe at just how united we are as a police service. Despite adversity, challenges and many demands, we pull together and are one family of blue. Seeing grieving families being comforted by others who they have never met before but yet their circumstances are interwoven, provided me with the comfort that there are still many who deeply care and will continue to do so.

The National Police Memorial Day is an opportunity for us to collectively grieve but also celebrate that life does go on and that we must remember what we have been called to do. Seeing police officers from around the world attend also acted as a timely reminder that there is a "thin blue line" that reaches near and far.

The one message that has stuck in my mind since the service is that we must not take life for granted. Ensure that every single time you leave for work you tell those who you love just how much they mean to you. It's our families and loved ones who are the foundations of our lives and attending the National Police Memorial Day comes as an appropriate aide-mémoire that we are all human and that life is so fragile in our endeavours to make the world a safer place for those very loved ones we say goodbye to.



How to look after yourself when wearing body armour

The Police Treatment Centres have produced a leaflet to provide you with some guidance on the wearing of body armour and looking after yourselves.

The information has been put together by the physiotherapists at the Police Treatment Centres to help you look after your body while wearing body armour which is often blamed for back and neck pain but there are multiple factors that can play a role.

The leaflet includes great advice about loading your body armour equally, making sure it fits you correctly, keeping active and how your posture can affect how comfortable you are while wearing body armour.

You should see these leaflets displayed in police stations across the Force – if not, please contact your local Federation representative or the Federation office.

For more information, including details of the leaflet in Welsh and English, and for details about signing up to donate to the charity and be eligible to sign up to receive treatment should you ever need it, visit <http://www.thepolicetreatmentcentres.org/physiotherapy-programme/physiotherapy-overview/BodyArmour>



Working together to tackle assaults

North Wales Police Federation is working in partnership with the Force and the Police and Crime Commissioner to ensure that all assaults on police officers and staff are accurately recorded.

This work is running alongside an initiative to review all assaults in a bid to reduce future attacks but also provide greater welfare support for those who are assaulted while carrying out their duties and hold the criminal justice system to account where sentences for perpetrators are too lenient.

A total of 285 North Wales Police officers were assaulted on duty during 2016/2017, according to police recorded crime statistics.

The figures are broken down into three categories: self-reported assaults, police recorded crime – assault without injury on a constable and police recorded crime – total number of assaults.

The 285 assaults shown for North Wales in the Home Office report fell into the police recorded crime – assault without injury on a constable category.

But there is variation across the 43 forces of England and Wales as to how assaults are recorded.

“We need a consistent method of recording officer assaults that is applied across all forces,” says Richard Eccles, Secretary of North Wales Police Federation, “This is why we are working with the Force and the PCC to ensure this is the case in North Wales.

“All too often it appears that assaults on police officers are seen as part of the job and that should not be the case. It is not acceptable for police officers, and other emergency service workers, to be assaulted as they carry out their duties protecting their communities.”



MPs back bill to Protect The Protectors

A bill calling for tougher sentences for those who assault police officers and other emergency service workers has won cross-party support in the House of Commons.

The Assaults on Emergency Workers (Offences) Private Members' Bill, presented by Chris Bryant, the MP for Rhonda, will now go forward for a second reading on 20 October.

"I am pleased to see that MPs are supporting this bill," says Richard Eccles, Secretary of North Wales Police Federation, "Assaults on the police and other emergency staff are getting more and more frequent

and there needs to be harsher sentencing of these offenders to ensure they are suitably punished and also to act as a deterrent to others.

"Police officers lay their lives on the line to protect the communities they serve. At the very least, they need to know that the law offers them some protection from those who attack them as they go about their duties."

The bill incorporates many of the provisions that the Police Federation and partner organisations have been calling for as part of its Protect The Protectors campaign.

“ POLICE OFFICERS LAY THEIR LIVES ON THE LINE TO PROTECT THE COMMUNITIES THEY SERVE. AT THE VERY LEAST, THEY NEED TO KNOW THAT THE LAW OFFERS THEM SOME PROTECTION FROM THOSE WHO ATTACK THEM AS THEY GO ABOUT THEIR DUTIES.

- It will:
- Introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties
- Compel those suspected of assault - including spitting - who may pose a health risk to undergo blood tests
- Make it an offence to refuse to undergo such tests, and
- Lay down tough sentences for those convicted of these new offences.

Mr Bryant explained: "It is so important that we protect the protectors. One of the really shocking injustices is that we have so many assaults on police officers, and for that matter other emergency workers, in the last few years, and sentences that have been handed down have been wholly inadequate to deal with the problem."

Holly Lynch, the Halifax MP who previously introduced a 10 Minute Rule Bill calling for stronger deterrents for those who assault emergency service workers, said she was delighted that the issue is going forward as a Private Members' Bill.

She said: "The work of our emergency services has never been on the agenda quite so much as at the moment. Everybody really sees, really appreciates, the work they do that's so important to keeping [the public] safe. It's our job as legislators to make sure that we are keeping them safe. I've been so concerned that's not the case as it stands in law."

Online petition aims to boost support for assaults bill

North Wales Police Federation is urging people to sign an online petition calling for improved protection for police officers and other emergency service workers.

The petition was launched by the Police Federation of England and Wales (PFEW) in mid-September to coincide with Day 1 of the Emergency Services Show in Birmingham. It aims to show how much support there is for emergency service workers as part of the Federation's Protect The Protectors campaign.

The campaign is pushing for a change in legislation to impose tougher sentences on those who assault an emergency service worker. It is hoped that this will act as a stronger deterrent in light of a currently unaccepted level of violence as it is estimated that an assault on a police

officer takes place every four minutes.

"We hope that as many people as possible will sign the petition, particularly since a Private Members' Bill calling for better legal and practical protections for police officers and other emergency service workers is expected to have its Second Reading in Parliament in October," says Richard Eccles, Secretary of North Wales Police Federation.

"If members of the public sign the online petition perhaps MPs will feel compelled to speak out in support of the police service and the communities we all serve."

The issue has already been discussed in the House of Commons via a Private Members' Bill, raised by Chris Bryant, Labour MP for Rhondda, with the first reading being supported by Parliament in July.

Mr Bryant says that assaults on the people we rely on most "is plain unacceptable and we politicians must do everything in our power to try and curb this spiral of violence against emergency workers".

Mr Bryant went on to say: "I hope this won't mean lots more people will

go to prison, but that people will think long and hard before attacking an emergency worker. We have to stop the violence. We have to protect the protectors. Write to your MP to tell them to be in Parliament on 20 October to back our Bill."

Calum Macleod, vice chair of PFEW, presented the campaign at the Emergency Services Show and told those attending: "The change that we are asking for will really make a difference, not only for police officers, but also for our emergency service colleagues who are out there doing a very tough job in extremely difficult circumstances.

"These are the people we all rely on and they deserve our support and a change in the law so that they are better protected. By taking the campaign to the Emergency Services Show we can spread the word with a view to working more collaboratively with our blue light colleagues to effect the change that is so badly needed."

You can sign the petition at <https://tinyurl.com/ycfg5fks>



Right royal honour for our brave officer

By Mark Jones, Central Sergeants' Representative

On a warm, humid and sunny Thursday in July, the bravest police officers from across the length and breadth of England and Wales all convened in central London to be recognised, honoured and respected.

It was the day of the annual Police Bravery Awards organised by the Police Federation of England and Wales and generously sponsored by Police Mutual.

The North Wales nominee, PC Stephen Hooper, travelled to London, accompanied by his wife, Michele, for the day's festivities. It's worth taking a few moments to recall what PC Hooper did and why he was deservedly recognised for his outstanding bravery and nominated for the award by North Wales Police Federation.

At about 8pm on 24 March 2016, PC Hooper was in his car and off duty, going to collect a Chinese takeaway when he spotted an agitated man inside a store in Prestatyn. The man was ushered out of the store by a second man and PC Hooper observed the first man holding a large knife and climbing into a taxi.

PC Hooper identified himself as a police officer and asked the driver to call the police. He instructed the man to hand over the knife and gave chase when the suspect made a run for it. After initially denying that he had a knife, the man punched PC Hooper in the face and adopted a boxing stance. PC Hooper grappled with him until response officers arrived and the man was arrested. A search was undertaken with the assistance of the dog unit and a five and a half inch bladed knife was found nearby. PC Hooper

suffered cuts and grazes to his face and hands.

PC Hooper made the choice to tackle this man despite not knowing where the knife was – he put the safety of others before his own. He was off duty without protective equipment but still got involved. He had taken another knife off the streets that could have caused untold damage. This action displayed true courage and resolve.

The bravery awards are in two parts. Firstly, nominees and their partners are invited to a reception at 10 Downing Street to meet the Prime Minister, Home Secretary, policing minister and other dignitaries. Regardless of your political allegiances or views, it is still a great honour to be invited to the home and office of the highest political position held in the country. This iconic location has been the scene of many

PC Stephen Hooper talks to HRH The Countess of Wessex as his wife, Michele, and North Wales Police Federation representative Mark Jones look on.



momentous events in history and therefore it is only fitting that our bravest police officers are welcomed through the famous black door.

This is the first time all the nominees get to meet each other, exchange accounts and make new friendships, all knowing they are members of a unique and bespoke “club”, police bravery nominees. The officers got to meet Prime Minister Theresa May and be thanked for their brave acts and service.

After Downing Street, all our nominees were whisked to the evening gala event, fittingly held at The Dorchester Hotel on Park Lane. Joined by senior police officers, Federation representatives and other VIPs, our brave officers were very much in the spotlight being celebrated, thanked and recognised for their truly heroic acts.

Every nominee is seen as a “winner” and each are presented with a special glass trophy, however, from each Federation region there is a front-runner cumulating in an overall winner for England and Wales. Despite being a police officer for many years, I was still astounded and in awe when listening to the individual acts of bravery by colleagues. When I thought I’d heard it all the next winner would be announced stunning the audience yet again with unbelievable accounts of how they went beyond the call of duty to protect the public.

The overall winners were two constables and a sergeant from Northumbria Police who disarmed a mentally ill man. This man presented an immediate threat to public safety and the officers came face to face with how real that threat was when they entered a trap set by the man, who was armed and waiting to level a firearm at them.

The officers ended up in a violent and lengthy struggle with the man, grabbing at the arm holding the firearm in a bid to stop him from aiming it at them. In trying to disarm the man, he fired a shot that went through the ceiling of the pub foyer. The officers believed they were in a fight for their lives with a man who was out of control and capable of anything. After a sustained struggle, and with the assistance of a member of the public, the man was



PC Hooper and Michele with Police Federation vice chair Calum Macleod.

eventually overpowered and disarmed.

A search of the man’s bag later found that he had been in possession of two handguns, a crossbow, a pack of throwing knives, home-made petrol bombs, smoke grenades and a baseball bat. The man was also found to be wearing body armour, clearly intent on doing serious harm. These officers risked their lives to tackle the firearm from his grasp and arrest him.

What I was not surprised at, but many from outside of policing were, was that all the nominees were very humble and modest. The phrase “I was just doing my job” kept ringing out. This epitomises the police service in our country; officers going out there every single day and doing “their job” with true dedication, ultimate professionalism and courageous bravery, tackling the most evil in society.

The highlight of it all had to be the moment PC Hooper, his wife, Michele, and I met HRH Countess of Wessex, who was the guest of honour at the awards. Her Royal Highness spent some considerable time talking with PC Hooper, genuinely listening and being amazed at what he did although she did respond with a ‘royal order’... Steve was to never go and collect a Chinese takeaway ever again!



PC Stephen Hooper outside No 10.

“ PC HOOPER MADE THE CHOICE TO TACKLE THIS MAN DESPITE NOT KNOWING WHERE THE KNIFE WAS – HE PUT THE SAFETY OF OTHERS BEFORE HIS OWN. HE WAS OFF DUTY WITHOUT PROTECTIVE EQUIPMENT BUT STILL GOT INVOLVED. HE HAD TAKEN ANOTHER KNIFE OFF THE STREETS THAT COULD HAVE CAUSED UNTOLD DAMAGE. THIS ACTION DISPLAYED TRUE COURAGE AND RESOLVE.



ACC Richard Debicki (left) joins Michele and Stephen Hooper and Mark Jones at the evening awards ceremony.



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Federation roadshow

The Federation has held its first ever roadshow.

The event, held in the atrium at St Asaph, was organised to raise awareness of the wide range of services the Federation offers – for officers, and for the entire police family.

Federation reps Mark Jones and Darren Ankers were on hand to answer questions from officers. They ranged from the “I’ve always wanted to know...” to enquiries around flexible working and The Police Treatment Centres and to concerns about assaults on police officers. Many officers came along to just catch up with their local rep.

Darren said: “The roadshow was a great success giving an opportunity for officers to

see what North Wales Federation has to offer and have the chance to meet with their local Federation representatives.”

A number of Members Services providers attended the event to showcase some of the many offers that the Federation negotiates on members’ behalf.

Ian Leyland from Philip Williams & Co was kept very busy talking to officers and staff about the Group Insurance Scheme. Chris and Alex from Out There demonstrated their new App, which allows all staff to access discounted entry to loads of attractions and events, both locally and nationally.

Hassan and Sandra from No 1 Copperpot Credit Union, and Mike from Police Mutual were there to talk about the array of financial

services that are available – from savings to mortgages, loans to children’s accounts; and Payplan were there to highlight that there is help available if you find that your finances aren’t running to plan.

Mark and David from Police Insure had a hectic day, and the Costco stand was permanently surrounded, and not just for the muffins that the ladies had brought with them!

Around 130 officers, staff and volunteers visited and were able to see a sample of the services that are available to the whole police family. If you weren’t able to make it check out our website to see what is on offer – new vehicles, holidays, mobile phones, will writing...



The Kindle winner receives his prize.



David Griffin of Police Insure with another lucky prize-winner.

Federation members visit Member Services providers at the roadshow.





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Our General Fund: supporting you and your family

By Mel Jones, Treasurer, North Wales Police Federation

Have you heard of the General Fund? Are you a member? By the time you need assistance it may be too late.

The General Fund provides support and financial assistance to serving police officers and their families at times of need.

Members contribute a monthly sum of only £2 directly from their salary to the fund.

On application, the General Fund may be used to provide monetary loans, grants and travelling costs to members at times of financial need. For example, if a close relative of a member's family is hospitalised or requires regular hospital treatment, help may be given with the cost of travelling.

The fund may also provide interest free loans to members during times of financial hardship.

Applications are submitted via myself at the Federation Office and are anonymised prior to being circulated for discussion and ratification by the General Fund Committee.

The fund also provides death grants of £2,500 to members following the loss of a child or partner, removing the financial worry at this tragic time. A similar payment is made

to the surviving partner following the death of a serving member.

Other benefits of being a member include payments to help with travelling expenses when attending the Police Treatment Centres (currently £15 for Harrogate and £30 for Auchterader).

Furthermore upon retirement members are afforded a grant of £200.

In the last two years the Fund has been able to help officers as follows:

Loans - £9,405

Grants - £10,900

Convolescent home expenses - £1,660

Retirement grants - £17,000.

So the fund can support as many serving officers as possible, its rules have now changed to allow members who join after the date of their appointment to only pay contributions for a period of six months before being able to seek financial help from the fund. The previous rules stipulated that members who joined after the date of their appointment would need to pay the arrears from the date of their appointment which clearly was preventing an increase in membership.

If you are a serving officer check your payslip to ensure that you are a member. It is

never too late to become a member and access all the benefits.

To become a member you only need to email SSF Payroll to authorise a £2 per month deduction from your salary.

Should you require any further information before making a decision to join do not hesitate to contact me at the Federation office.



New buildings taking shape

The new station at Llandudno is coming to its final stages and awaiting hand-over. A fit-out phase will then follow, after which the station will go operational. Some architectural features from the former building have been incorporated into an archive display.

In Llay the project remains on time, with the conclusion of all bar a few items of pre-cast walling to the exercise yards. The installation of the steel has commenced and shortly the framing for the external cladding will start.



Hawl nid braint

Aeth dros flwyddyn heibio bellach ers imi gael y fraint o f'enwebu ac ymgymryd â swydd Cynrychiolydd Cymraeg Ffederasiwn Heddlu Gogledd Cymru. A gwneud hynny gyda chryn falchder. Afraid dweud fy mod wedi dysgu llawer yn ystod y cyfnod byr. Er imi fwynhau'r rôl, does dim dwywaith iddi fod yn un heriol ac yn bur rhwystredig ar brydiau.

Os cofiwch bu imi gyhoeddi erthygl yng nghylchgrawn 'Your Voice' y llynedd. Bwriad yr erthygl oedd cyflwyno fy hun gan fynegi pam y bu imi ymgymryd â'r swydd yn ogystal â'm bwriad. Wel dyna i chi beth oedd ymateb!! Bu imi gorddi'r dyfroedd yn sicr.

Roedd Rhagfyr yr 22ain yn ddiwrnod gwahanol iawn i'r arfer i heddwad di-nod fel fi gyda f'enw i'w glywed o Fôn i Fynwy. Cysylltodd nifer o newyddiadurwyr yn dymuno trafod y sylwadau y bu imi eu lleisio yn yr erthygl. Ond yn anffodus (dywedaf gyda thafod yn fy moch!) doeddwn i ddim ar gael y diwrnod hwnnw i leisio barn bellach gan fy mod yn dathlu'r wyl dros lymaid gyda chydweithwyr.

Wrth ddwysfyfyrto ar gynnwys yr erthygl honno, sylweddolais mai fy mwriad oedd lleisio pryder ynglŷn â'r diffyg cefnogaeth sydd ar gael ar gyfer heddwadion sy'n siarad Cymraeg sy'n dymuno dilyn prosesau drwy eu mamiaith wrth ymgeisio am ddirchafiad.

Prysuraf i fynegi fod y Prif Gwnstabl ynghyd â Chomisiynydd Heddlu'r Gogledd yn gefnogol IAWN o'r iaith ond gresyn fod yna ambell i unigolyn o fewn y sefydliad sy'n gweld yr iaith a'r unigolion sy'n dymuno gweithio drwy gyfrwng y Gymraeg fel rhai sy'n peri problemau ac yn niwsans.

Yn ddiweddar gofynnwyd imi gyflwyno tystiolaeth ar gyfer

fframwaith dyrchafiad cenedlaethol. Dywedais fy mod yn dymuno'i chyflwyno yn y Gymraeg. Fe'm hysbyswyd nad oedd neb arall wedi gwneud cais tebyg yn ystod y blynyddoedd diwethaf ac nad oedd yr ohebiaeth ar gael drwy gyfrwng y Gymraeg. Fe'm hargyhoeddwyd - 'English is the chosen language of the organisation.' Rhaid oedd imi dderbyn gohebiaeth Saesneg, ac roedd yn bosib nad oedd siawns imi gwblhau'r gwaith ysgrifenedig yn y Gymraeg. Bu imi herio'r honiad gan bwysleisio nad oedd yn gyfreithiol gywir.

Ers hynny rwyf bellach wedi f'argyhoeddi bod y gwaith wedi ei gyfieithu ac y bydd modd imi ei gwblhau drwy'r Gymraeg. Mae'n destun sy'n peri tor calon imi fod yna weithwyr o fewn y sefydliad nad ydynt yn ymwybodol o hawliau'r Cymry nac yn wir y cyfrifoldeb sy'n eu hwynebu fel gweithwyr o fewn sefydliad sydd mor flaengar fel corff proffesiynol er mwyn diwallu anghenion y Cymry Cymraeg.

Rwyf wedi holi sawl Heddwad sydd wedi bod mewn sefyllfa debyg imi pam na fu iddynt gwblhau gwaith cyffelyb drwy gyfrwng y Gymraeg. Cyfaddefodd rhai nad oeddent eisiau cael eu gweld fel rhai oedd yn 'codi twrw.' Rwy'n gwerthfawrogi ac yn deall eu safbwynt gan nad ydy rhywun am gorddi'r dyfroedd yn enwedig wrth ymgeisio am ddirchafiad! Ond erfyniaf amoch pe baech yn teimlo eich bod yn cael eich trin yn annheg yn y gweithle boed ar lefel ieithyddol neu ar unrhyw lefel, ac nad ydych yn teimlo'n ddigon cyfforddus i herio ar eich liwt eich hun, cysylltwch â mi ar bob cyfrif. Fy llais i yw eich llais chi.

I gloi - hoffwn bwysleisio bod yr hawl i gyfathrebu, ysgrifennu a derbyn gohebiaeth drwy'r Gymraeg yn yr Heddlu yn hawl cyfreithiol, ni ddylai unrhyw un deimlo y byddai gofyn am wasanaeth cyfrwng Cymraeg yn amharu ar gyfleoedd yn y dyfodol. Hawl nid braint.

Y Rhingyll Trystan Bevan

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Pursuit driving laws to be reviewed

The Home Office has announced a review of the law and guidance surrounding police pursuits and response driving after a hard-fought campaign led by the Police Federation's pursuits driving lead.

Police minister Nick Hurd has confirmed the review will involve the Federation, the Department for Transport, the Department of Health, the Attorney General's Office and the IPCC, as well as the relevant national policing leads, representatives of the other emergency services and groups representing other road users.

Tim Rogers, pursuits lead for the Police Federation of England and Wales, said: "Momentum has been gathering in recent months and this marks a significant step in bringing about the change we feel is necessary.

"We have been fully engaged with partners including the Home Office, College of Policing and national roads policing leads, as well as MPs, to push for the change. There is light on the horizon and we won't let up in our efforts to better protect our members in the face of the dangerous role they perform to keep us all safe."

The recent spike in moped related crime has been cited as a key factor for the review.

In the summer, the Federation wrote to all its members reminding them that officers responding to emergency calls or engaging in pursuits could be prosecuted for driving offences just like any other motorist.

Current legislation means that regardless of their training and experience, officers are judged by the standards of the "careful and competent driver" who is unlikely to go through a red light, cross the wrong side of bollards and so on. This means those engaging in a response or pursuit are vulnerable to a prosecution charge of dangerous or careless driving.

Speaking at the national Federation conference in May, Tim said the current law

was unsatisfactory and unworkable leaving officers risking their liberty and livelihood.

The letter stated: "A typical response or pursuit drive is likely to involve the officer contravening traffic signs and or speed limits. A course of driving involving contravention of traffic signs and speed limits is very likely to fall within the definition of careless or dangerous driving."

It continued: "There are no legal exemptions from the offences of careless or dangerous driving" for officers responding to calls for help from the public.

Officers were advised that they should drive in a way which is lawful and does not contravene the laws of dangerous or careless driving.

The Federation has been campaigning for a change in the law for the past seven years.

“ MOMENTUM HAS BEEN GATHERING IN RECENT MONTHS AND THIS MARKS A SIGNIFICANT STEP IN BRINGING ABOUT THE CHANGE WE FEEL IS NECESSARY.



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Your Police Federation Claimline

By Clare Graham, personal injury specialist at Slater and Gordon

Accidents happen, especially in police work. Injuries can happen at the worst of times and treatment can sometimes go wrong. And it may not only be you who's affected – your loved ones, your colleagues and even your finances may feel the pain too.

Over five decades working with Police Federation members we've gained a wealth of practical experience across a wide range of personal injury cases. We have detailed knowledge of the police service including police pay structure, pensions, promotion prospects and issues related to medical retirement.

Through our successful partnership with the Police Federation, we provide members with a dedicated PF Claimline for personal injury cases. The service is provided as a benefit of your Federation membership and covers you and your family members. We've put together some of the most commonly asked questions by Federation members about the PF Claimline.

What is the PF Claimline?

The PF Claimline is a telephone and online based service provided as part of your Federation membership which members and their family can access to start a claim for any type of personal injury accident free of charge.

Who provides the PF Claimline?

The Police Federation works in partnership with Slater and Gordon to provide the PF Claimline. We've been working with the Police

Federation for more than 50 years. During that time we've developed extensive experience of the problems faced by police officers and have a proven track record of providing the guidance and support required as well as fighting and winning difficult cases.

What does the PF Claimline cover?

You are covered for injuries and accidents both on and off duty, this includes members of your family injured in the same or separate incidents. Your cover includes:

- Road traffic accidents (either on or off duty)
- Fatal accident claims
- Defective equipment
- Dog bites
- Accidents in the workplace
- Training injuries
- Tripping or slipping
- Occupational deafness
- Clinical negligence claims.



How do I start a claim?

If you have suffered a personal injury either on or off duty, you can simply call the PF Claimline and one of our advice team will take down the details and verify with the Joint Branch Board that you're a contributing member of the Federation. A lawyer will look at your case within 24 hours of you making the call. Your claim will be handled quickly and efficiently by a specialist.

How much will I be charged?

You will retain 100 per cent of the damages we recover on your behalf. Most lawyers will charge up to 25 per cent of a client's damages if they bring a claim for injuries caused by other people's negligence.

By way of example, if the damages awarded were £4,000 then you may only receive £3,000, through the PF Claimline you would receive the full £4,000. We regularly speak to officers at Federation roadshows who are unhappy they lost 25 per cent because they had gone elsewhere.

If you or a family member wishes to bring a claim please contact the PF Claimline on **Freephone 0800 917 1999** or visit **pfclaimline.com** where you will get advice free of charge. We hope you don't need us but, if you do, we are here to support you.

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