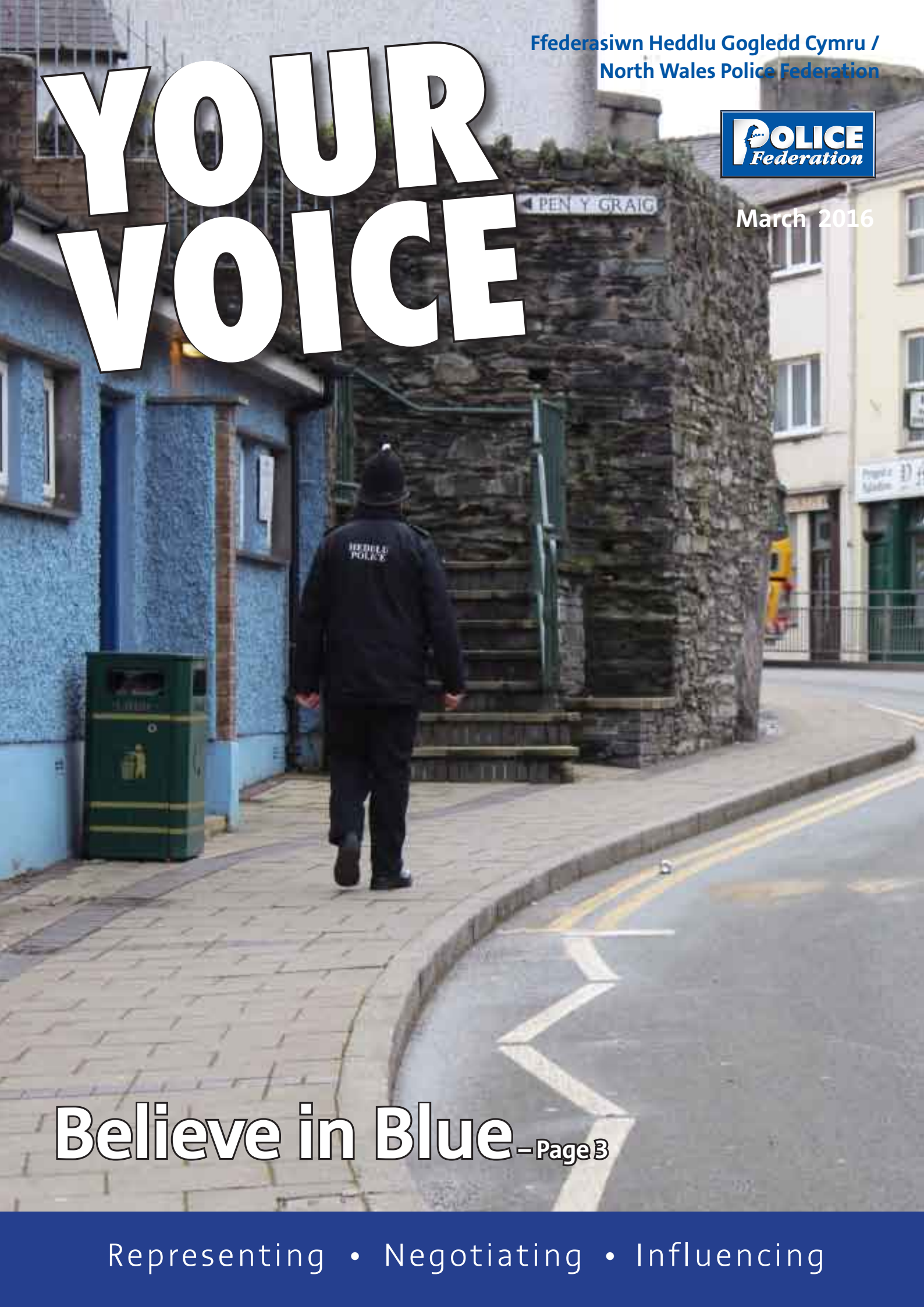




March 2016

YOUR VOICE



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Contact the Federation

E-mail: FedAdmin@nthwales.pnn.police.uk

Tel: 01492 805400

Web: www.nwpolfed.org

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We are policing in the real world



By Richard Eccles, Secretary of North Wales Police Federation

In the last edition of *Your Voice* I highlighted that during the Force Open Day there had been a great take-up to our challenge for the public to test themselves in policing scenarios using our Judgement Day tests.

During the course of that day it was interesting to see that, when faced with real life scenarios under time constraints, only 53 per cent of those tested emerged with a successful outcome.

It was, however, clear that everybody wanted to have their five-minute slot at being a police officer but when things went wrong they could, of course, smile and walk away.

There were also many others who had several suggestions to throw over the shoulders of those taking part as to what they should and should not do in the scenarios.

It seems in that respect policing suffers from the presence of "pundits" just like most sporting events, where those who have never actually taken part in anything can suddenly offer their opinions as credible.

People who have never worked in policing are able to tell us what we should be doing and saying, based upon their vast experience of watching "The Sweeney" or "Murder She Wrote".

As we all know, in TV policing there is never a case that cannot be solved within an hour or so, nobody sits for long in front of a computer as case files never have to be prepared, training is all done under the watchful eye of an experienced senior colleague and the CPS blasts its way to convictions in every episode with relish.

Most of us would love to work out of the stations featured on the TV as even a sleepy northern village has a healthy rota of police officers running into double figures, detectives, CSI support, murder squads, not to mention the various senior officers who drift in and out to provide guidance for everybody on a daily basis.

None of the programmes seem to be restricted by budgets or resources which are, of course, a reality for us most days as we police the real world outside of the gogglebox.

As a service, we have always shied away from talking openly about local police numbers based upon a myth that once the criminals found out how few were working nights in an area they would descend upon it and steal everything in sight.

The reality is in fact that the criminals know how few officers we have working, whereas the law-abiding public always over estimate our numbers and resources.

We have run various Force campaigns over the years aimed at gauging public opinion, support and funding:

"Feet on the streets"

"10p coppers"

"Balance your Bobbies"

They all engaged the public regarding police resources and priorities, but they never got down to setting out the detail of what cover we needed where and when.

While some might say that those are solely operational matters for the police, we will find it harder to retain public support without taking the time to comment more openly about actual police resources, our limitations and also setting out the impact of failures of other agencies to support us on a 24/7 basis.

Believe in Blue



The Police Federation has launched a campaign to encourage people to back British policing and highlight why it is the best in the world.

The *Believe in Blue* campaign aims to show the demands of modern day policing, the role of the police in local communities, and just how demanding the job can be.

“Now, more than ever, we need the support of the public and our local communities. All too often we only hear the negative stories about the police and the really positive work that goes on every day is taken for granted,” says Richard Eccles, Secretary of North Wales Police Federation.

“On a daily basis, police officers are out and about making a real difference to the lives of individuals, families and communities, often going above and beyond the call of duty and sometimes even risking their own safety to protect that of someone else.

“We want people to come together and publicly share their stories of just how amazing the British police are. In times of austerity and with huge cuts to the service, officers are still out there doing their best to protect their communities in what are increasingly difficult circumstances.”

Members of the public are being encouraged to share their positive stories on the campaign social media sites with **#believeinblue**

Campaign marketing materials show



scenarios all too familiar to officers. Stories depicted will include someone being arrested after a domestic incident, a child neglect case, officers picking up the pieces after public disorder, a firearms raid and a neighbourhood policing scene showing officers interacting with young people.

The website – **www.believeinblue.org.uk** – will also feature positive police stories demonstrating how officers routinely run towards danger while others run away.

Will Riches, vice chairman of the Police Federation of England and Wales and campaign lead, said: “Being a police officer is undoubtedly one of the toughest jobs around; it’s much more than a job, it’s a way

of life.

“We know morale is low and the job can often feel thankless and we are doing all we can to try to make things better, striving to improve working conditions and protect any further decimation of the service.

“The idea behind the campaign is to gain stronger support from our public and help increase appreciation of the job we do. The vast majority of the British public are behind their police officers and we want the campaign to help people stand up and show their support for the dedicated men and women in blue who work tirelessly to keep them safe.”

A warm welcome to Tracey

The Force has appointed a new Director of Finance and Resources.

Tracey Martin started in the role on 1 February.

“I’m very excited to be joining North Wales Police and would like to thank colleagues for a very warm welcome,” she says.

“I’ve already managed to spend some time out and about and gleaned there is a huge sense of passion, enthusiasm and pride across the Force in providing a service often in very challenging circumstances.

“As Director of Finance and Resources, my brief can be put rather simply – ‘optimising resources in delivering the Police and Crime Plan’ – although I suspect it may be slightly more difficult to achieve.

“Having a broad portfolio across estates, finance, HR, IT and legal will enable me to ensure we offer an integrated and joined up service to front-line colleagues who I see very much as customers. I

hope to work collaboratively across the Force and with partners in building a shared vision to ensure we get it right. I look forward to rising to the challenge.”

Tracey has previously worked across several sectors including defence, regulation and health in several functional and executive positions.

After attaining a first class BSc (Hons) degree in 1997, she continued her career in surveying and mapping where she was instrumental in the transition to digital mapping techniques supporting RAF communications.

Tracey, who was sponsored and career managed by the MoD, was extensively trained as an accountant, exercising her skills on large-scale acquisition and through life logistics management in senior roles.

Tracey and her husband, Stuart, enjoy navigating the canal network. They have a narrowboat moored in Cheshire and often travel along the Llangollen Canal.



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Could funding for HMIC inspections be ploughed into police forces?



By Simon Newport, Chairman, North Wales Police Federation

North Wales Police was found to 'require improvement' after the latest effectiveness report from Her Majesty's Inspectorate of Constabulary (HMIC).

Individual reports for all 43 police forces in England and Wales were published on 18 February.

Our rating caused much interest in the local media with journalists inevitably drawing comparisons with the other Welsh forces since both Gwent and South Wales achieved 'good' gradings.

Our inspection could cause some anxiety across North Wales and undermine public confidence. I am aware that both the chief officer group and the PCC's office in North Wales have politely welcomed the report despite representations made to the contrary to HMIC prior to its publication. I, however, do not need to be so polite in rebuffing this report.

For the vast majority of officers, the report will come as a blow to their already bruised and battered morale. For months now, I have been reporting on the effects

that restrictive budgets, reduced officer numbers, changes to police pension rights and the overhaul of Police Regulations have had on the morale of my colleagues.

Despite this, my colleagues and senior officers have achieved incredible results including a reduction in crime over a five-year period, during most of which there were drastic cuts in annual policing budgets; cuts of 17 per cent, some four per cent better than the national average.

In terms of statistics and positioning alongside other forces, the National British Crime Survey listed North Wales as number one of the 43 police forces as the safest place to be in the country for the public perception of being at risk to household crime. We were listed at 13th safest out of 43 police forces for the public perception of being at risk of personal crime and, in terms of victim-based crime, household burglaries, commercial burglaries, violence against the person and vehicle crime, we performed significantly better than both Gwent and South Wales.

Despite these results, and given the reduction of year on year budgets and staffing, HMIC refused to take these into consideration. In doing so, their most recent report contains a number of obvious contradictions and inconsistencies which, to me, comes across as misleading.

The report highlights that the Force's greatest asset in protecting from harm those who are vulnerable is its front-line staff both uniformed and plain clothed who, in the words of the report, show an absolute commitment to protect those at risk of harm. Yet in the next breath, it states front-line officers are undertaking investigations that are beyond their level of training and capabilities.

Is it any wonder when front-line officers, both uniformed and detectives, are so stretched that it is virtually impossible to second them from their normal duties to

attend training days since doing so would leave the front-line dangerously low?

While I totally understand their concerns - and I am a front-line officer myself, it beggars belief that HMIC is making such statements and recommendations to the Force without actually producing any coherent costing formulas. Without extra funding to overcome the failings highlighted, other areas of policing will inevitably have to suffer running the risk that area will fail future inspections.

More or less has a limit and I hope from the above information you can see that North Wales Police has made an incredible effort in making North Wales one of the safest places to live and work in England and Wales.

Again, I ask if the training capabilities can be increased to satisfy HMIC? We are expected to lose another 60 officers over the next three years. This is another example from HMIC recommendations but the inspectors fail to report exactly how this can be achieved.

It is only right and proper that police forces are regularly inspected and held to account, however, are we being inspected too regularly? I have to ask this as it appears that an inspection occurs every few months. What are the associated costs of these inspections, bearing in mind they are repeated 43 times across the country?

Could some of the money ploughed into HMIC be diverted to forces to deliver HMIC's recommendations?

I am sure my colleagues in North Wales Police will continue to work as hard as they can under extreme restraints in order to protect and serve, often to their detriment, the communities in which they work.

In relation to this latest HMIC report, I find it difficult to accept that North Wales Police lags behind Gwent and South Wales especially given the evidence available and quoted above.



'Treat GRT communities with respect'

By Kim Owen,
Chair, Sergeants'
Branch Board



I have been appointed as the Equality Liaison Officer (ELO) for North Wales Police Federation and attended my first ELOs' seminar in Leatherhead in November.

One of the guest speakers was Jim Davies, a serving officer with Thames Valley Police with more than 20 years' service and co-founder of the Gypsy Roma Traveller Police Association (GRTPA).

Jim, the current GRTPA chair, opened by saying he was from a gypsy community and an English Romani. He did not disclose this to anyone when he joined the police and he has gone through his service hiding his ethnicity. Jim cares deeply about policing but feels there is a lack of understanding and respect within the police about the GRT communities. He wants the police service to change how it views and treats them.

Jim highlighted that gypsies and travellers are a high ethnic minority group in the UK and therefore there are many police officers from GRT backgrounds. However, as Jim pointed out, unless they openly identify themselves, colleagues will be unaware. Many of these officers will not openly disclose their ethnicity due to the perceived prejudice and stereotyping of travellers which at times, with many, seems to be acceptable.

Jim added that society and some people in the police service do not regard travellers as an ethnic group, and consequently people express views that are unacceptable in relation to any other ethnic group.

Jim's experience, being a police officer and an undisclosed member of the GRT community, was one of a hostile and unfriendly atmosphere where he did not feel safe to disclose his ethnicity. His experience was that people felt comfortable expressing derogatory comments about GRT people. He described how, as a gypsy in a team, when things are being said you can either walk out,

go along with it or you can challenge it. But to challenge, Jim and others feel that you have to 'out' yourself.

Consequently, most remain silent and continue to try to hide who they are, which results in their adrenaline levels being constantly raised, and them living in a stressful state, which is bad for their health.

Jim thought he was the only gypsy officer in the UK, however, he did meet other GRT colleagues and they decided to set up a support network. They had their first meeting in March 2013. There are currently 120 members of the association with 45 members who have declared they are a gypsy traveller. There is still distrust, and some people are wary about 'outing' themselves as they are unsure if colleagues will treat or speak to them differently. It's important for the group that people feel comfortable and confident to tick the box to identify themselves as members of the GRT communities, and they want everyone to treat them with the respect afforded to other ethnic groups.

Jim went on to say that there is no trust between the wider gypsy traveller communities and the police. They feel the police do not afford them any legitimacy and, as a result, they receive a poor service. There needs to be an understanding by the police of the gypsy traveller communities and we need to build confidence both to allow people to confidently declare who they are and to build positive relations with the GRT communities we serve.

Jim has found the Federation to be very supportive and he said that it now needs to work together with other associations. Everyone has a part to play in making it easier for people to speak out.

The website Grtpa.com gives background to the group and provides a support network for members. It also aims to challenge myths and discrimination. The group also has a Twitter account - [@grtpa_uk](https://twitter.com/grtpa_uk)

Anyone interested in joining GRTPA, can email management@grtpa.com or visit the GRTPA website and click on 'join us'. Membership is open to all serving police officers, CSOs, Specials and all police staff regardless of rank and ethnicity.

Why are treated other mi

By Sergeant Steve Owens

Over the spring and summer of 2015, and in my then role of Wrexham Priority Team Sergeant, I was more than aware of the harm that was being caused, specifically in relation to burglary dwellings, by an identified group of males living in, or visiting, at the various official and unofficial traveller locations both in Wrexham and Flintshire.

Many conversations were had as to why travellers generally, and this group specifically, did what they did. Was it peer pressure, generational, did they consider this to be their form of employment? Nothing was conclusive but conversely, without knowing their psyche and motivation, it was always going to be a difficult question to address. We didn't know enough about 'how they work' to come up with an action plan to address.

In autumn 2015, I saw an advert in Weekly Orders, asking for expressions of interest to attend a GRTPA (Gypsy, Roma, Traveller Police Association) conference. Not knowing what to expect and thinking it may help in terms of increasing my knowledge and awareness of that group of people, I expressed an interest in attending.

On Thursday 5 November, I attended the national Federation HQ in Leatherhead, and was presented with a very impressive list of speakers, namely Janette McCormick, DCC Cheshire Police, Detective Chief Superintendent Gilbert Houalla, Thames Valley Police, Marc Willers QC, Professor Rainer Shultz, Essex University and a number of prominent members of the traveller community.

Don't travellers the same as minority groups?

Initially believing that I would be receiving some inspirational insight into the mindset, psychology and motivations of the people of interest to police forces nationwide, I was sadly disappointed. As the GRTPA had only recently been established, the conference was more concerned with establishing itself and trying to gain an acceptance and level of support similar to that of other police associations.

There has been close consultation with prominent members of the LGBT Police Association, maximising their knowledge and experience of how to develop a flourishing association from scratch.

At this time, there are approximately 150 police officers or support staff from GRTP communities employed by police forces in England and Wales. The number is approximate because it is believed that many employees are reticent to reveal their links or heritage fearing it may affect their careers and/or relationships with colleagues and supervisors. Additionally, they do not want to be identified as 'the Gypsy Liaison Officer', just because they descend from a family with links to the GRT community.

Thames Valley Police, which has the largest number of identified officers and

staff with links to the GRT community, is conducting a review into the GRT population generally, starting with policy and procedure, working down to providing training for practitioners.

The whole emphasis of the day was about gaining acceptance for GRT officers and staff. The most powerful and contentious message of the day was made by Yvonne MacNamara of the Traveller Movement. She showed a number of slides and footage of a group of travellers protesting against an impending eviction from an unofficial site. Yvonne's view was that because the group in question were travellers, there was no opposition but if that group of people were black, there would be masses of negative publicity and it would be national news.

Her question was: "Why aren't travellers treated the same as every other minority group?"

As far as the GRTPA is concerned, that is its objective, both within the workplace and the wider community.

“ Many employees are reticent to reveal their links or heritage fearing it may affect their careers and relationships with colleagues and supervisors. ”

Big shoes to fill...

**By Nicola Collins,
Sergeants' Branch
Board representative**



Having been elected as the new women's sergeants' representative, I realise I have a lot to learn and that the Federation is

currently going through substantial changes.

However, I am looking forward to the challenges that this role will entail and representing Federation members.

I have replaced Sgt Sam Roberts, who is now on the national board in Leatherhead but is still involved with North Wales Police Federation. I know that I have big shoes to fill and that Sam was an experienced and passionate Fed rep. Hopefully, over time, I can mirror her dedication to this role.

I am due to attend my initial reps' course at the Federation's Leatherhead HQ in March. I am sure this will provide me with a foundation on which to build my knowledge, experience and understanding of the role.

If you have any concerns or wish to speak to me regarding any issues that affect you, please don't hesitate to get in touch, my details are on the system.

I have only been in post for a few weeks but have already been surprised at how much work the Federation does for its members in Force and on national issues that affect us; from pay and conditions through to discipline and officer support.

I currently work on the Roads Policing Unit and have worked most of my 19 years over in the Eastern area of the Force apart from a five-year spell at Headquarters. While at HQ, I was involved in the deployment of officers to the Olympic Games, G8 and London riots, as well as Force events including the Olympic Torch tour and EDL protests. All of these involved close working with Federation reps in relation to hours worked and ensuring that sufficient breaks and support were provided.

I was promoted to sergeant 11 years ago and since then I have worked on response, neighbourhood policing, custody and, prior to promotion, was part of the Force Firearms Unit.

Outside of work, I like to get out cycling whenever I can and also carry out marshalling and time-keeping duties with my local cycling club.



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Why did we have to go through all this upset?

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



Well, we are in 2016 and already it is racing away. It seems only yesterday when we were wondering if the computer systems across the world would crash as we hit the Millennium. What a panic we had.

At least the most recent dreaded axe which has been hanging over us all appears to have been lifted for the foreseeable: no more budget cuts for the police.

My mouth fell open apparently when the news was announced. My first reaction was one of joy and a sense of relief. All that worry was suddenly lifted. However, after a few days reflection, I then started to ask myself why we had to go through all this upset.

It was obvious that the initial 20 per cent cuts were extremely difficult for the police service and had already reduced our capabilities. To go further would have put us, the police, in dire trouble and unable to meet the public's demands.

I think I now know what a football feels like. We have been kicked about by the politicians playing their games and now, when they realise they actually need us, they appear to have taken the spotlight off us.

The Federation has been castigated for apparently "crying wolf" when saying the cuts have had consequences and have left us short to deal with what is coming. We kept telling them and no-one would listen.

Now they have woken up we will need to play catch-up. It seems that there will be money to increase our firearms officers by 50 per cent. That's sensible, but will it be enough? Time will tell.

Where will we get these officers from? They need to be experienced and proven at dealing with conflict. They will have to come from the front-line. More officers will have to be recruited, but these will take time to train.

Frankly, I am flabbergasted the powers that be would so easily jeopardise public safety merely to save some money. I'm left wondering what happens now. Will events come back to bite the politicians on the proverbial backside?

Of course, on budget day the 'phone soon rang and I was asked if this meant we would get our three patrol Inspectors back? I did laugh.

It seems though that money is still at the forefront of our masters' minds. The recent Home Office announcement that we will be using more volunteers or "civilian recruits" to help police solve cyber-crimes was a bit of a surprise.

Apparently, we will be able to get volunteers who specialise in accountancy or computing for cyber and finance inquiries. We will give them extra powers to carry out these functions. My first thought was why would they want to for no pay? The skills we are talking about here are expensive and time consuming to obtain. Why give them away for nothing?

If such volunteers are out there then great, but the investigations we would need them on would likely be time consuming and complex. Could we really rely on someone to willingly give up their time with such specialised skills and expect them to attend court months down the line to have the evidence they have recovered cross examined?

I accept we do need people with specialised skills to help us, but the reality is we will need to pay them if we want to guarantee a successful outcome.

Have you seen the headlines regarding new police officers requiring a degree in order to join? This proposal has caused a bit of a stir. Everyone has an opinion.

Apparently, when I joined in the 1980s about half of all school leavers and those workers between 25-34 years had no qualifications. These days that figure is around 10 per cent and approximately 47 per cent of today's workforce are educated to degree level. That is a massive change.

My own view is that no officer should need to obtain a degree beforehand. Life experience and common sense can get you a long way; but, like nursing, I think every officer who completes their probation should have the opportunity to develop all that training and knowledge and come out of the process with a degree at the end of it. I watch with interest.

You will all probably be aware that there is a current law which prevents officers from retiring if they have an accusation of gross misconduct levelled at them. This has understandably caused some angst among officers due to retire. I would imagine it has affected some of them so much that it has influenced how they have worked in their final months for fear of such a complaint.

I know it would be on my mind as it is extremely easy for anyone to make such a complaint even when it is obviously untrue and malicious. Fortunately, after some Federation pressure, the Government is now preparing new legislation giving the power to call former officers back for gross misconduct hearings.

This will allow officers to retire when they planned to and so not mean they have to tip toe around in case of upsetting someone in those final months.

Finally, PCC elections are coming shortly. Having seen what happened around the country after the last ones it's safe to say the coming months are going to be interesting.

“ I think I now know what a football feels like. We have been kicked about by the politicians playing their games and now, when they realise they actually need us, they appear to have taken the spotlight off us. ”



Efficiency review – an update

By Chief Superintendent Neill Anderson

Phase 2 of the efficiency review has now been completed and work is moving on to the third of the four planned phases.

Phase 1

Identified specific themes and cross-cutting enablers that require the demand they present being reworked and reduced.

The specific themes are the following incidents – missing from home, mental health, concern for safety incident, shoplifting, sudden death, assist other agency and e-mail practices.

The over-arching enablers are – problem-solving approaches, policy usage, resource allocation and design.

Phase 2

A detailed examination of the themes and enablers with a view to identifying the specific sources of waste.

The result of this work was discussed with representatives of the staff associations and a large group of individuals representing the various business areas across the Force, during a Professional Judgment Workshop in January.

This was also presented to a number of Force forums and subject to scrutiny by the over-arching governance structure for the efficiency review the “futures and efficiency committee”.

Phase 3

Work has now started with the support from an external company, using specialised software known collectively as “Process Evolution” regarding resource allocation. Nominated stakeholders from each department/area have met the Process Evolution Team together with the Efficiency Review Team.

Data is being provided to the Process Evolution Team on what we currently know about demand, this will then be reinforced by Professional Judgment Workshops across all relevant areas of the Force.

These workshops aim to gather information not held on Force systems, such as what processes are involved in day to day activities and how long these take. All workshops were due to be concluded by the end of February.

The aim is to further increase our understanding of the demands being faced linked to area/department and individual capacity

The data we have collected from Force systems, such as I-cad and RMS, details how long officers spend at the scene of incidents but we recognised that this may only paint part of the picture and that we needed to better understand the timelines of subsequent investigations and activities.

Although we are still in the process of gathering and reviewing the information, we have already established valuable information that will help us to determine capacity linked to real world demand.

As well as useful data some anomalies have arisen. For example, it takes significantly longer to conclude a burglary dwelling investigation in one area of the Force as opposed to another. We now need to work hard to understand why this may be the case.

Fortunately, the process evolution software means we can access a wide range of other forces’ data and information to further help “sense checking” our findings.

The team also used the workshops as an opportunity to speak with staff about their ‘hidden’ work, the results of which never appear on any of the Force systems. This has

highlighted both areas of best practice, which will be shared Force-wide and also waste demand, which we will strive to remove from the system.

Reassuringly, the general information on demand coming to light is along the same lines as that identified in Phase 1 of the Efficiency Review, raised at Chief Officer Roadshows and that determined by many of you in conversations and forums with ourselves.

Likewise already there are some strong similarities between our own findings and that of other forces.

The Efficiency Review Team are extremely grateful to everyone who took part in the process and continue to welcome any suggestions or comments.

NWPEfficiencyReviewDemandReduction@nthwales.pnn.police.uk

Staff from North Wales police have now been trained on using the process evolution software, this means we can continually revisit areas or issues if we feel things have moved on or are not working as we thought they would.

Neighborhood policing review

The **problem-solving enabler** is closely linked to the implementation of the Neighbourhood Policing Review. By understanding demand linked to capacity, we will be able to start to determine the levels of resourcing required for this area.

Phase 4 and conclusion

The Efficiency Review Team has produced work plans for each of the themes and enablers to direct activity during Phase 3, where the observations from Phase 2 will be developed into costed recommendations for change.

Work groups are being formed from the affected business areas to help develop the recommendations. These recommendations are due to be finalised before April, along with detailed plans for their implementation. This will be delivered in a Change Programme within Phase 4 of the Efficiency Review.

Please do not hesitate to contact myself or any member of the efficiency review team if further information is required – our details are on the Force intranet home page under “The Efficiency Review”.



Focus on policing in Wales at Parliament event



All the political parties were represented at a Parliamentary event focussing on policing in Wales and organised by the Federation's Welsh Affairs Working Group.

The event was attended by Federation officials from the Welsh forces and also the national office holders including the Police Federation of England and Wales chairman Steve White.

Zac Mader, secretary of the Welsh Affairs Working Group, said: "The Parliamentary event was a great opportunity for the Federation to discuss policing matters directly with stakeholders and decision makers on behalf of the membership in Wales.

"It is vitally important that we represent the views of police officers in Wales who are doing extraordinary things on a daily basis on behalf of the public we serve. I am extremely privileged to represent Federated officers in Wales and take every opportunity to highlight the fantastic work that police officers are doing in Wales.

"All political parties were represented at the event and executive members of all the four Joint Branch Boards were in attendance. The event was entitled 'Developing A Consensus On Policing in Wales'."

The Westminster event, held in the

Home Room in the House of Lords, was kindly sponsored by Baroness Morgan of Ely and it was hosted at a very difficult time as the vote on British military intervention into Syria was also being held that day.

However, that issue helped to focus the 'political mind' on the security of Britain and the vital role that neighbourhood policing plays in protecting the public.

This point was made on a number of occasions and it was a useful 'hook' to advise on issues such as making reference to police numbers and operational resilience.

The turn-out of both Welsh Peers and MPs was very good and PFEW ensured that the invitation itself was reflective of a

renewed cross-party approach by having an MP from each party on the invitation card.

Each of these MPs represented Wales' four forces and each was also asked to speak on given policing topics from their police force area.



Photographs courtesy of Anderson Photography

“ I am extremely privileged to represent Federated officers in Wales and take every opportunity to highlight the fantastic work that police officers are doing in Wales. ”



On the run for fallen PC's charity event

Eight of the 44 runners from North Wales Police who took part in the event pictured at the finishing line.

By Inspector Jason Higgins

Last November while trawling through Twitter to pick up the nuggets of wisdom and latest news from the Police Federation of England and Wales I noticed a re-tweeted post from the Merseyside Police Federation.

The post was promoting a charity run organised by the Merseyside Police Federation and colleagues of PC 6554 Dave Phillips. PC Phillips was the brave Wirral officer who tragically lost his life attempting to stop a vehicle which had made off from a burglary in October last year.

I followed the link to the registration page on the Just Giving website and saw the family photograph of Dave, his wife and their two daughters. There was no decision to be made, a few clicks later myself and my daughter were signed up to take part.

Colleagues from North Wales, Cheshire, Merseyside and many other forces were also supporting what promised to be a unique memorial event for the fallen officer.

The day before the run I had been in Manchester paddling through the Christmas markets in torrential rain. The rain continued into the evening and seemed to be an indication of what conditions to expect on the day of the event. The following morning was thankfully dry but very cold.

After queuing up to collect our t-shirts and race numbers, we made our way to the start. There was an announcement and a minute's silence in memory of PC Phillips and then we were off. The route took us along the side of the Mersey up to the ferry terminal at Seacombe and back the way we had come.

Those who run will be familiar with the



feeling you get as you see the class athletes pass you in the opposite direction as they head for the finish while you are still struggling to reach the halfway point. That feeling is doubled when you see retired inspector Mike Hughes pass you on his way to the finish when you haven't even reached

“A cold day,
good
atmosphere
and a
worthwhile
cause!”



halfway. I could never keep up with him when we used to run the back lanes around St Asaph during our lunch breaks.

I noticed that, unlike in many running events, children of all ages - even some in pushchairs - were taking part with their parents. I even saw two incredible young ladies in wheelchairs wearing their 6554 t-shirts being pushed along by their equally admirable parents or carers. Swazey Turner was another inspirational figure propelling himself along in his wheelchair. For those who may not know, he was a police motorcyclist forced to retire on ill health grounds having suffered serious injuries on duty when struck by a vehicle.

Sergeant Arwel Ellis from training summed the event up as “A cold day, good atmosphere and a worthwhile cause!”

Other North Wales officers who I know also took part were Carol Coole, Natasha Doran-Jones, Paul Davies and Catherine Jones. Well done to all those from North Wales who took part and many thanks those of you who kindly sponsored myself and the other participants.

With no shadow of doubt the star participants on the day were the late PC Phillips' family, his wife, their daughters and his parents who displayed immense courage taking part in the event.



Assembly meeting discusses policing in Wales

Police Federation representatives gathered at the Welsh Assembly for an event attended by ministers, Assembly Members (AMs) and Police and Crime Commissioners (PCCs).

The “Developing A Consensus On Policing In Wales” event also attracted deputy and former ministers as well as cross-party elected AMs and prospective AMs along with prospective PCCs and Baroness Angela Harris and Sir Paul Silk who are members of the Federation’s Independent Reference Group.

North Wales Police Federation was represented at the event by secretary Richard Eccles and chairman Simon Newport.

Zac Mader, secretary of the Police Federation of England and Wales (PFEW) Welsh Affairs Sub-Committee, said: “After recently having an event in Westminster, it was important to hold an event at the Welsh Assembly.

“The PFEW event in the Senedd was hosted at an optimum time, not only with the forthcoming elections on 5 May in Wales but also with an impending new Wales Bill (on its future governance) shortly to be published.”

Speakers at the event were Leighton Andrews AM, the minister for public services, David Melding AM, deputy presiding officer of the Senedd, and Will



Riches, vice chair of PFEW.

The event saw an emphasis upon maintaining existing and future engagement with all political parties as being vitally important for the future of policing.

“Local, regional and national Federation colleagues and I had the opportunity to discuss a wide range of issues such as police cuts, use of police cars as ambulances, mental health, devolution, NPAS and the PFEW Welsh Affairs Sub-committee and also advised ministers on the role of the Independent Reference Group,” Zac explained.

“Additionally, roads policing, firearms, child protection, cyber-crime, police officer morale and wellbeing, training and retention across all four forces as well as new psychoactive substances and community policing were also discussed.

“Discussion of each of these topics will prove useful as they will be future platforms to meet and discuss with ministers and elected representatives on behalf of Federated members.”



Varied agenda for roads policing

By Barry Andrews, Lead Officer for RPU
Wales

The Police Federation/NPCC National Roads Policing Conference and Exhibition 2016 took place over two days in January and was held in Hinckley, Leicestershire.

The theme this year was "The Future". There were a number of exhibitors including Drager and Intoximeters UK with various roadside and station testing devices; Tele Traffic UK and Truvelo with laser speed equipment; D tec demonstrating the DrugWipe 3S which is used in North Wales; Night Searcher with a selection of torches and other lighting equipment and MIB which sponsored the event once more.

The opening address was given by Jayne Willetts, the Roads Policing Lead for the Police Federation of England and Wales. Jayne explained that despite no further cuts being announced in the last Government Comprehensive Spending Review, forces are still facing cuts from the previous period.

This was highlighted by the reduction in numbers of roads policing officers around the country. Jayne also expressed concern about the Government push for more volunteers in policing saying they should not

be used as an alternative to fully trained, warranted officers.

Suzette Davenport, the Chief Constable of Gloucestershire, however, said she felt there was a place for volunteers, not to replace but to assist and enhance the service as a whole.

CC Davenport went on to express her desire to see the drink-drive limit reduced in England and Wales as it has in Scotland. Apart from Malta, the limit here remains the highest in Europe.

CC Davenport did express concern for the spike in the KSI numbers for 2014 and feared that there may be a link to the reduction of RPU officers in England and Wales with those figures. Although the figures have not been published it appears that there should be a reduction once more for 2015. She finished by expressing her desire to see roadside evidential breath devices introduced but said she did not expect them to be rolled out before the end of 2017.

A video address by Andrew Jones MP, the Transport Minister, was shown. He could not attend due to Parliamentary commitments. He too would like to see roadside evidential testing but admitted that it was some way

off. He expressed his delight in the manner most forces have engaged with the new drug driving legislation. He mentioned Cheshire, Sussex and North Wales Police for their fantastic results since the new 5A offence was introduced in March 2015.

David Jamieson, who is the PCC for the West Midlands, discussed the RPU vision of the future and the need for each force to have a local plan: keeping road users safe, keeping the roads open and denying criminals the use of the roads.

Glyn Jones of the DfT gave an update on current legislation and practices. The drink-drive legislation is being reviewed. He wished to make sure that forces were placing a separate charge for each drug that comes back over the limit and not just the highest as has happened in some forces. There have been 2,426 convictions since 2 March 2015. There were 896 for Section 4 for the whole of 2014.

There is consultation taking place to increase the penalty for mobile phone offences suggesting that points increase from three to four and the fine from £100 to £150. LGV drivers would see an increase to six points and a £150 fine.

There have been instances where

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conference

offenders have been found not guilty for drink and drug offences because their solicitors have questioned differences in the results of the police retained blood sample and the offenders' B sample. He stressed the CPS should challenge how the sample has been stored.

There were break-out sessions one of which was police pursuits and the tactical options. The issue around motorcycles has been highlighted as they are being used more often in robbery offences as a means of escape. Due to this, tests have been conducted on using Hostyds as a tactical option as it is for four-wheeled vehicles.

Those tests were carried out on various motorcycles with different types of tyres. They were tested with both the stop stick and stinger version up to a speed of 110mph and found to be a safe. Exceptional

circumstances have been replaced in the APP by the NDM.

Paul Kennedy, ACC for North Yorkshire and lead for ANPR, announced that the NAS (National ANPR Service) will go fully operational during 2016. It will be Cloud-based data retention. The data can only be retained for two years. However, some countries in Europe can only retain data for three months. The Netherlands cannot retain any data at all.

There was another break-out session regarding vulnerable road user – cyclists. This showed the vast increase in the use of cycles for journeys to and from work as well as for recreational use. There are some three and a half million new bikes bought each year. This, however, has led to an upward trend in cyclist casualties. A large number of the people present were cyclists and a discussion took place regarding the licensing of cyclists and in particular cycle clubs. They take place in time trials on roads and the question was asked, should that be allowed when motorcycle clubs cannot. A

further question was raised as to what cyclists themselves were doing to reduce casualties.

There was a very interesting session by Sgt Phil Patterson on Operation Dragoon which is being run by Northumbria Police. The operation essentially risk manages drivers through intelligence from the public, partnerships, police officers and staff to target individuals through education, engagement and enforcement.

It is a system to risk manage drivers in the same way as people involved in other offences such as sex offenders. It has directly linked criminality to dangerous driving and changed how Northumbria Police targets dangerous drivers and criminals using the roads. They have had 140 arrests, 257 summonses issued, 122 vehicles seized, 111 years in disqualifications given. They hope this model will be replicated around the country.

It was one of the most informative and interesting RPU conferences that I have attended.



Digital files and better case management

By Sergeant Aled Davies

Since the 1990s, police officers have prepared prosecution files using the Manual of Guidance or 'MG' files system. Before then, things were far more complicated with forces, and even divisions, having different systems of file submission which usually required a full file from the outset.

North Wales Police started to make the file preparation and submission process digital from around 2006 but still relied heavily on paper and the paper file that was considered the 'master' copy once that file was sent to the Crown Prosecution Service.

In 2012, things changed with the move towards submission of first hearing files that were digital. This was the first big step for us and it was also a big step for the prosecutors who would have to deal with these cases from their laptop computers in court without the comfort of referring to a paper copy. This was adopted across the Force. The following year we moved towards first hearings, and then trials, in the magistrates all being prepared and submitted digitally.

Rather than replicate a paper process on computer, we have always sought to improve things when digitising. This has led to the removal of MG9 and MG12 and to the task of linking PNC prints and MG10 availability being completed by AJD staff.

These improvements were taken forward in 2015 by the 'Transforming Summary Justice' (TSJ) scheme. The biggest change for officers was the introduction of streamlined summary disclosure. For many years, the disclosure of unused material has been an exercise in compiling long lists of material regardless of whether that material was relevant. This was due to a combination of lack of knowledge and risk averseness from the police and CPS. The new system requires a brief list of items which may have some bearing on the case and it also requires that you link items to the RMS file if they undermine the case or help the defence.

TSJ involves more work before a first hearing if a case has a Not Guilty Anticipated Plea (NGAP) but it has led to an increase in guilty pleas and far less work involved when it comes to upgrading the case for trial. There has been a 30 per cent reduction in requests for upgrade files. If at this stage

you receive an email which states 'nothing further required', it's to let you know that whatever you prepared for the first hearing was of the required standard, and that your obligation for disclosure continues.

The next big change is the 'Better Case Management' (BCM) scheme which is being introduced in the Crown Court. We have also introduced the digital file system for Crown Court and this is now up and running throughout the system with prosecutors working from laptops in court connected to Wi-Fi and also the court staff and defence. The system allows the judge to see how much time prosecutors and defence have spent looking at the file and preparing for hearings.

We have also sought to improve things with the introduction of the BCM scheme. Disclosure for Crown Court now requires an MG6e form for the first hearing to disclose the undermining items only. These should be linked to the file and are the only disclosure items that will need to be scanned and linked to the RMS file. The next stage of the file is for a hearing in the Crown Court which requires full disclosure schedules but again, we need to apply the relevancy test here rather than just provide a list of everything we've collated. The disclosure officer has an obligation to inspect all material but only has to put items on the schedule if they are capable of having an impact on the case.

At the time of writing, we are in the middle of implementing this new scheme and none of these cases have reached the Crown Court yet. However, many of them have already had their first hearings in magistrates' court and we have seen a number of guilty pleas being given there.

There is always a desire to reduce bureaucracy and improve things but it is a long process with more challenges to come. Traffic files are dealt with in magistrates' court by police prosecutors and the submission of these files is moving to RMS this year. Overnight remand files are still prepared as three paper copies but there are plans to change this once all the courts have Wi-Fi installed. A big change on the horizon will be a move away from using Microsoft Word templates in RMS and to prepare files

by direct data input.

There is then the question of supplementary material; the things that are not on RMS. Interview discs are an improvement on tapes and these should be available on the network in future so that the recording can be accessed remotely and can be submitted to CPS without the need for a disc.

CCTV is also a huge problem because they come in so many formats and currently have to be played on stand-alone computers to avoid infecting the Force network with viruses. CPS and the court also have this problem where they try to play CCTV evidence on old, broken laptops in court. We are hopefully getting closer to a solution where discs can be uploaded by officers locally through a console/deck and submitted in a playable format.

Change is a constant thing and trying to use the systems we've already got such as ICAD, RMS and the ccjit interface are all difficult but, hopefully, it's an improvement on the old paper system where items could go missing and information for ongoing or previous cases was difficult to find.

If you have any queries or wish to discuss this article further please do not hesitate to contact Julie Foster, Head of Administration of Justice.

What does the Federation do for me?

By Mark Jones, Central Sergeants' representative

This is a question I get asked occasionally and the answer is quite simple... LOTS!

As this is the first edition on *Your Voice* for 2016, I thought it was a good opportunity to look back over 2015 and summarise what the Federation in North Wales does for its members. The perception is that the Federation's only purpose is to act as an insurance policy if officers get into hot water. There's no doubt that legal support for members is by far the biggest expense for the Police Federation of England & Wales, and that is due to the high standard of legal services offered. When officers are in need, the Federation is there. But is that alone it?

The North Wales Police Federation is an active, proactive and progressive group as is reflected by its work over the last 12 months. For example, more than 500 scheduled meetings were in the diary for Federation representatives to attend.

These included meetings such as: promotions appeals; ethics, leadership and culture; screening panels; presentations to new recruits; the Force Executive Board; financial savings; misconduct; grievance; Welsh; tactical citizens in policing; PSD;

employment tribunals; funerals; member services; redeployment and recruitments board; missing persons and CSE and modern slavery. This is not an exhaustive list but gives you a flavour of how your voice is represented to the organisation.

In addition, there are national meetings where Federation representatives work to influence and negotiate to get the best conditions for officers. Finally, there are countless other meetings whereby members pop in to the Federation office with general queries and where representatives across the Force provide ad hoc advice to colleagues.

As a supportive body, the Federation in North Wales took over the responsibility of delivering pre-retirement courses when the Force decided it was no longer a priority. A total of 65 officers attended these courses last year and received the best advice for forward planning for retirement. At the other end of the spectrum, the Federation gave presentations to new recruits explaining what the role of the Federation is and how it can support officers through their career.

Officer welfare and safety is at the top of the agenda for the Federation. No officer should ever be victim of an assault or injury, however, we must also be realistic and

understand the dangers of policing. When an officer is seriously injured the Federation support kicks in with its network of representatives across the Force who will make personal welfare visits to colleagues. Sadly, more than 50 such visits were made last year with Fed reps visiting injured colleagues and supporting them on the road to recovery.


To complement the support the Federation offers, our partners at the Police Treatment Centres (PTC) cared for 73 North Wales officers in 2015. Nine of these were retired officers showing that when you retire the door is never closed if you need help. The work of the PTC is incredible and if you don't currently donate then please get in touch with the Federation office for more information.

Finally, the Federation is always looking for ways to provide the best offers and services to members. One of the best has got to be the Group Insurance Scheme, provided by Police Mutual. Those who have used the scheme will know just how invaluable it is but, to put that into context, over the last 12 months there were 27 travel claims totalling more than £16,500, eight legal expenses claims paying nearly £3,000, 21 officers claimed convalescent home benefit totalling £870, six officers claimed for unawarded court compensation receiving just over £1,000 and five officers claimed for loss of unsociable hours paying out nearly £1,200. These benefits, plus the five-star RAC breakdown cover, make the Group Insurance Scheme a must for all officers. Again, speak to the Federation office for details on joining.

So, now we've looked back over the last year, what's the plan for 2016? The principles of the Police Federation of 'representing, influencing and negotiating' continue to be at the forefront of all activity. The diary is quickly being filled up with meetings and events; all of which are to better the working and personal lives of members.


At a time when policing is under immense scrutiny and criticism, the Federation is here to be the voice of front-line and support officers in carrying out their duties. Hopefully, you won't need some of the services of the Federation ever but there are plenty of other member services for you to take advantage of.

I encourage you all to engage with your representatives and take an active interest in the Federation. If you don't know who your rep is or for any further information visit the North Wales Police Federation website www.nwpolfed.org Finally, when all else fails...




365 DAYS OF NORTH WALES POLICE FEDERATION


2015 AT A GLANCE...




There were **51** personal welfare visits to colleagues.



3 Pre-Retirement Seminars were held, in April, September and November. There were **65** attendees.




There was **1** presentation given to **18** New Police Officer Recruits, and **1** presentation give to **12** PCSO New Recruits.




We scheduled over **504** meetings.


Regarding Group Insurance, there were...




8 Legal Expenses claims paying nearly **£3,000**.




21 officers claimed the convalescent home benefit totalling **£870**.



6 officers claimed for unawarded court compensation receiving just over **£1000**.



5 officers claimed for loss of unsociable hours paying out nearly **£1200**.



73 NWP officers were treated by Police Treatment Centres last year – **9** of whom were retired.

Regarding Group Insurance, there were...

27 travel claims totalling over **£16,500**.

Graphic courtesy of NWP Design and Print team



Legally qualified chairs for police misconduct hearings

By Mel Jones,
Deputy
Secretary,
North Wales
Police
Federation

My article in the last *Your Voice* outlined the change in misconduct hearings which now necessitated them being held in public. Policing is an ever-changing landscape and from 1 January 2016 legally qualified chairs, appointed by the Police and Crime Commissioners (PCCs), have replaced police officer chairs on misconduct hearings.

The Home Secretary believes the changes bring greater transparency and independence to police misconduct hearings.

Public confidence in the police is of the highest importance. To secure this, police officers are expected to show a high level of personal and professional behaviour.

The panel will now be made up of one legally qualified chair, one police officer of at least the rank of superintendent and an independent member. The PCC must maintain a list of legally qualified chairs and independent members.

The expectation is that anyone nominated to chair misconduct hearings will be independent of the police and therefore will not be under the direction and control of a chief officer of police, either as a member of police staff or as a member of a police force or a Special.

An allegation of misconduct against a police officer or Special may be deemed appropriate for investigation by the Professional Standards Department or the Independent Police Complaints Commission (IPCC).

The findings of the investigation will be referred to, and formally assessed by, the Deputy Chief Constable (DCC) as the 'appropriate authority'. If the DCC considers the allegation as one of gross misconduct, the matter will be referred to



a police misconduct hearing for determination and, in the event of the allegation being found to be proved, the imposition of sanctions.

It is the responsibility of the appropriate authority to appoint the police officer member of the panel and to select the legally qualified chair and independent member from the list selected by the PCC.

The PCCs of Dyfed Powys, South Wales, and North Wales have jointly recruited 14 legally qualified chairs to sit on misconduct hearings in the respective forces.

All applicants had to be a qualified solicitors or barristers of at least five years standing with the ability and experience to chair legal proceedings as they will be required to:

- **effectively chair a police misconduct hearing of reaching a fair and evidence based decision about a particular officer's conduct and deciding on an appropriate sanction**
- **prepare for police misconduct hearings by considering in advance relevant papers**
- **provide reports and background information and make pre-hearing decisions in accordance with the Police Conduct (Amendment) Regulations 2015**
- **provide a written report on the outcome of the hearing and on the sanction**
- **provide assurance to the community that conduct matters are treated seriously and that misconduct hearings are being properly adjudicated.**

Approximately 150 legally qualified chairs have been appointed nationally, and the College of Policing has delivered training to 112 of those.

To date, there have been no hearings held in North Wales with a legally qualified chair. For the sake of our members, I would hope that there will never be a need to hold one but that may be wishful thinking on my part.

Fitness

Current shuttle run tests for firearms officers do not offer a level playing field for all officers, discriminating against both female and older post holders, and are not even the best measure of an individual's physical fitness to do the job, argues authorised firearms officer Chantal Morgan from Wiltshire Police.

As a firearms officer for 13 years I am well versed with the fitness tests that have altered only once over that time. I have been lucky enough to achieve the 9.4 in the shuttle run required for my specific role. Well, I say lucky, but was it? And should it really be down to luck?

As an authorised firearms officer, we are expected to reach level 9.4 or 10.6 if a specialist firearms officer. Getting to that level doesn't happen by chance. Many colleagues have had to adapt their training specifically to pass, rather than continue with the all-round strength and aerobic training which assists their day-to-day role.

The test also suits a certain build of person. Larger people find it harder to complete the regular turns required at the end of each run; for some, because by the time they have got up to speed they then have to slow and turn, they are also risking injury. Firearms teams consist of all shapes, sizes and genders, which helps with the whole dynamic and suitability of the wider team. The current test favours a minority group – certainly to the above mentioned pass rate levels. It is universally accepted that men and women are physiologically different. Women's heart and lungs are smaller and so is our muscle mass.

Men and women do not compete against each other in the sporting arena, as that would be unfair, so I do not agree that to make reasonable adjustments for that difference could be construed as discrimination. Surely it would be discrimination if we made no reasonable adjustment around this fact of gender? Stating that a healthy older woman could be more likely to pass than a less fit younger man misses the real point. How much harder has a woman got to work on her fitness compared to a man in order to pass the test and get to the same level? And how much harder has someone aged 50 got to work and train in order to pass that test? No-one is saying these people cannot achieve that, but it isn't a level playing field to get there and pass the test in the first place. Is that not discrimination?

We cannot make the test easier for

s or fairness?

certain groups by positive discrimination. But if you have a group of people (whether by age, gender or both) who are at a disadvantage because they are being tested against a standard that arguably favours another group, is that not discrimination? Would that not be discrimination if, for example, it put black or minority ethnic people at a disadvantage? If the test is arguably discriminatory, wouldn't reasonable adjustments make it fair?

The service in England and Wales could do worse than look at the test Police Scotland uses which has a sliding scale for age and gender (www.scotland.police.uk/assets/pdf/recruitment/police-scotland-fitness-standard-guidance?view=Standard). It's a thorough, up-to-date and forward-thinking document. It also provides lots of help and advice as to the best way to achieve better fitness and the benefits of doing so.

Point of exhaustion

In England and Wales, the basic pass mark for new recruits and serving police officers on the shuttle run test is 5.4. It consists of a 15-metre continuous shuttle run with increases in speed – the participant has to run the shuttles to a certain speed or to the point of exhaustion. Since its inception, the test has provoked much debate and raised issues and concerns around the country.

The Police Federation of England and Wales has already highlighted its own concerns. These were echoed locally within my own force along with others who raised similar

points at a recent Police Federation women's conference. The concerns were that there appeared to be a significant number of women – particularly those aged over 45 – failing the test at this level. Delegates asked for information to ascertain why the test might be difficult for that specific group. The knee and joint injuries caused by the constant stopping and turning were another concern.

For those who have time to be active in their day-to-day lives, a pass mark of 5.4 may be perceived to be low. Those of us who make a lifestyle choice to take and enjoy regular exercise may see this as a 'no brainer'. However, not everyone is naturally built that way and fitness testing can cause much anxiety if it is not managed and implemented properly for the right reasons. Some people may need much more support and guidance.

With continuing cuts in budgets, many forces don't have physical training instructors to provide that guidance and support for training programmes. The first thing many occupational health units suggest for the majority of recuperative programmes is to factor in some gym time. That is not always readily available to all.

I looked at the documentation relating to the test on the POLKA website. It had all the stats that were used to establish the set levels for the specialisms across the police service. It showed the number of volunteers for each group in their specialisms and then broke it down into gender. I will not bore you with all the specifics but it did not appear to be that scientific. I shared it with my sister, a scientist with a PhD in genetics who has had work published in *The Lancet*. She agreed with me. It wasn't that scientific. Any issues at the lower end of the test are only accentuated the higher you go.

Legal challenge

Is it only a matter of time before this is challenged by way of grievance, or legally? If police forces are going to test for something, it is important to make sure the reasons why are clear and that they are not setting up colleagues to be challenged against discriminatory standards of success.

Making reasonable adjustments doesn't equate to lowering the standards. Men and women are equal, we are just different, and we all get older. Maybe we could at least look at alternatives to running, or make it a volumetric test. Even the military do not test for this without making adjustments for age or gender and they run on a treadmill or have an alternative.

I've got to stand on the line in a few weeks' time and pass my annual ARG fitness test. I'm a 45-year-old woman of above average fitness, and I know that I will have put in significantly more effort – along with excessive worry and anxiety – to get to the same point as some of my colleagues and achieve 9.4.

Surely a fair process will motivate everyone to succeed. Isn't that what this is about?

Off out for a run...



Fitness testing remains a contentious area for many involved in policing, and forces risk equality challenges when viewed alongside limited duties. If you have any concerns please consult your local Federation representative.

Nothing is out of your reach

By A/DS Sara Evans

Being a Federation rep was something that I had never considered. I paid my money and just hoped that I would never need the Federation's help.



However, in September 2015 I had the opportunity of working alongside PS Kim Owen for a couple of weeks. I knew that Kim was a Federation rep but I didn't know what that involved. As a result of what she told me, I decided to tell her something that I had not previously disclosed to colleagues. I revealed that I had been for an assessment at the Miles Dyslexia Centre and that I had the learning disability dyslexia.

Since school I had had problems with reading, spelling and processing skills. I had also had problems with my short-term memory/working memory (I do lots of lists). Not wanting to be different or draw attention to myself, I hid it and used coping strategies to enable me to complete my work. I always remember in school thinking: "How come it doesn't take them as much time to revise?"

At the time I told Kim that I was thinking of going for the promotion process, but I would have

been unable to get through what I called the memory test. Kim was very supportive, contacted HR and we had a meeting about my needs.

Due to the help and support I had received from her, I decided I wanted to give something back and help people in a way that she had helped me. I was informed that there was a reserve women's seat on the Federation and asked if I fancied going for it. Straightaway I thought "yes" and applied for the position.

The first meeting I attended was a training day on dyslexia, which was presented by the Miles Dyslexia Centre. This was very interesting and provided me with more information about my disability. It also showed me that with adjustments nothing is out of anyone's reach. It just takes you coming forward. I wish I had done it years ago as it would have made my learning processes so much easier.

Within a very short time of being on the Federation, I have been very surprised about how much Federation representatives know and what they do for us. Looking ahead, I am very excited about my role as it not only supports and represents staff but requires me to have a regard for Force efficiency.

I have been in North Wales Police for 15 years. I first served in Llangefni on response before

moving to PPU as a domestic violence officer. I then passed my CID examination and became Child Protection Investigator. After passing Part 1 and 2 of my sergeants' exam, I became Acting DS in PVPU. I then went to divisional CID where I have completed acting duties as a sergeant both on response and CID.

I am currently a DC in Caernarfon. In 2015 I took three months' unpaid leave and travelled round Europe with my husband and children. In addition to travel I enjoy the outdoors – particularly walking, running and skiing. My husband also works for North Wales Police and we have two young children. This gives me a good understanding of juggling the work-life balance!

I look forward to representing you and hope that you feel happy to approach me once I have settled into my role and built up my knowledge and understanding.

Details of The National Police Autism Association, an independent body supporting UK police officers and staff who are affected by autism spectrum condition (ASC), Asperger syndrome, dyslexia and related conditions, either personally or as carers for family members, can be found on the North Wales Police Federation website <http://www.nwpolfed.org/welfare/>



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Meet the new Force Chaplain



Gerald Williams is the new multi-faith chaplain for North Wales Police.

He will offer pastoral support to officers and staff, providing a friendly, confidential and impartial listening ear about any situation – be it a difficult day, a particular dilemma or if you just want somebody to talk to. In taking up this voluntary post, Gerald, who has been a chaplain in the Baha'i faith for the past five years, is part of a six to 12-month pilot scheme.

Gerald (59) is a qualified accounting technician who worked in the IT department of the Welsh Government. It was while working there that he found himself providing support for colleagues, and this led to him training as a chaplain

for the NHS. Since 2009, he has worked as a voluntary chaplaincy assistant in Ysbyty Glan Clwyd and Ysbyty Gwynedd.

Gerald said that his decision to become a chaplain to North Wales Police is based on his wish to support the good work of the police. He has admitted that working with the police is new territory for him, but it is an opportunity that he is looking forward to!

"It is very much on a casual basis, with me being there just for a chat. But I am hoping that I can put people in a position where they can support each other rather than independently," he explained.

He will be visiting stations and going out on patrol, but you can also arrange to

meet him privately. Talking to Gerald is completely confidential, however, if Gerald believes there are other agencies who can provide extra help and support he will refer people on, but only with their consent.

Gerald's work with North Wales Police will also involve representing the Force at multi-faith events, something that he is looking forward to.

You can contact Gerald by telephone or email, or you can arrange to meet him face to face – either at a police premises or somewhere else of your choice. You can find Gerald's contact details on the North Wales Police Federation website: <http://www.nwpolfed.org/welfare/>

Chaplaincy to the police has been in place since the early days of the police service, growing rapidly since the 1980s as policing has become increasingly complex and demanding.

More than ever before, police work can affect someone's physical and mental wellbeing and increasing demands outside work can add to this, increasing the need for support to cope with the challenges, demands and stress of their work and home life. Police chaplains provide independent, sensitive, personal and, where appropriate, spiritual support – you don't have to have any faith, and police chaplains will not try to convert you!

Police chaplains are committed to reflecting the diversity of belief within the service and the wider community.

Police chaplains are from all faiths and, in general, will:

- **Speak with anyone who needs to talk, on or off duty**
- **Visit, if appropriate, people who are ill (at home or in hospital) and be available at the critical times of life for officers, staff and their families**
- **Get involved if an officer or member of staff dies, particularly if this happens while on duty**
- **Support officers and staff in any aspect of their working or personal lives.**

You can find out more information about the National Chaplains to the Police (NACP) by following the link from the Federation website at <http://www.nwpolfed.org/welfare/>

“I am hoping that I can put people in a position where they can support each other rather than independently.”



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Polar night adventure



By DCI Andrew Williams, PVPU (CS)

The concept of the 'Bucket List' is arguably somewhat of a paradox. It brings into focus the finite nature of life, while also being a celebration of living. In early January, a few of us (family) ventured into the great snowy and polar bear filled wilderness that is Northern Norway not knowing whether we would ever be seen again...

Okay, perhaps it wasn't quite so dramatic, but there are some journeys in life when you just think to yourself: "This is just good."

In October, a friend of mine suggested running in an organised race in Tromso, Norway. I had recently entered into the world of road running and, while I didn't (and don't) consider myself the next Steve Cram (yes, that's my age), I could hold my own in a reasonably paced 10K race; albeit I'm not sure 'race' is the most appropriate description in my case.

At first, it was one of those conversations where you respond by saying: "Yeh, that's a good idea..." And then you instantly forget while tucking into the Mars bar that you've just purchased from the local convenience store. But, as time went on, the idea grew and a few other members of the family decided to come too. We booked and we went and, for good measure, we decided to raise money for Ty Gobaith while we were at

it too. Having lost a very close relative to cancer many years ago, it's a charity that has always struck a chord with me personally.

Upon arrival in Tromso, it quickly became clear that no amount of training could have prepared us for the cold; it was freezing. After settling into the hotel on the Friday afternoon, following an interesting ride from the airport (Norway, believe it or not, doesn't grind to a halt when it snows), we ventured out into the city. The word 'city' conjures up perceptions of a large smoky metropolis teeming with people and cars. That's not the case for Tromso. This is a quiet, laid back and slow-paced town deep inside the Arctic Circle that retains a somewhat unique charm despite clearly being a main industrial centre in the region. Did I say that it's also rather cold... especially in January?

After sampling the local cuisine (they like seafood; fortunately so do I) at a premium price (it really is on the dear side), we retired for the evening to contemplate the day ahead. Saturday arrived, the day of the run. It was cold, very cold, and it was snowing, heavily. The roads and pavements were sheet ice and on several occasions I unintentionally presented my own take on the Bolero without much success (for those of you who don't know me, I'm all arms and legs!)

The situation called for the Yak-Trax grips; an ingenious device strapped to the bottom of your footwear to stop those

embarrassing impressions of Torvill and Dean's winning performance, and they do work! We collected our numbers, ate a fuelling full breakfast and donned the thermals; the balance between optimum athletic efficiency and looking like the Michelin Man in -15 degrees is not an easy one to achieve, believe me.

Anyway, we all set off in the dark (Tromso has around three hours of sunlight this time of year) and completed the race in very respectable times; great atmosphere and great conditions... and it was cold (not sure if I've mentioned that before). We ended up raising more than £1,000 for Ty Gobaith too, which is down to many generous friends to whom we are immensely grateful.

That night we ventured out to address that fabled 'Bucket List'. We drove south for around two hours to escape a polar snow storm that was literally sat still on top of the world stretching down into Norway.

Eventually, just as we were about to give up and go home, the skies cleared and our guide lit a fire in a small snowy clearing in the middle of the wilderness, where polar bears roam freely (there I go again), and we waited for 'her' to come out and play; and boy did she play. A short while later she, the Aurora Borealis, put on a spectacle of light and dance that I will never forget, and I thought to myself: "This is just good."



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