



JUNE 2016

YOUR VOICE

A photograph of a woman with blonde hair, wearing a black sleeveless top and a lanyard, speaking at a podium with a microphone. The background is a bright blue wall.

**Sally takes
centre
stage at
conference** – See Pages 13 and 14

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Published by North Wales Police Federation,
Police Federation Office, 311 Abergele Road,
Old Colwyn, Conwy LL29 9YF

Designed and produced by XPR (UK) Ltd
www.xpruk.com

Conference photos by Anderson Photography
www.andersonphotography.co.uk

Contact the Federation

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

Tel: 01492 805400

Web: www.nwpolfed.org

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Secretary's foreword

Officers do positive things each and every day



By Richard Eccles, Secretary of North Wales Police Federation

Welcome to the latest edition of *Your Voice* which follows the Police Federation national conference and hopefully will guide you through the events of the week.

I wanted to start out with a quick hello to a familiar face who has returned to North Wales Police, albeit at a slightly higher position on the ladder.

Our newly elected Police and Crime Commissioner (PCC), Arfon Jones, has recently been voted into office and it did not take Arfon long to call over for a panad.

I could not resist the chance to ask Arfon a few questions and, hopefully, his answers will give us all some idea of his aims for his tenure as our PCC. I am certainly hoping that the change will herald more engagement with our PCC and, as a result, bring benefits for all.

So apart from the local change, there was another annual conference in Bournemouth for delegates to attend. I cannot be the only one who finds that week a bit like "Groundhog Day"; in particular the part where the Federation Chairman tries to pick his best lines of attack or appeasement with the Home Secretary and we all wait to see if her response alters from last year.

In reality, for several years now she just seems to run the same tired old lines in response: sadness at the list of fallen officers, acknowledgement of a limited

amount of good work within policing, dragging up everything that is, has been or might be, bad about policing or, in fact, anything remotely connected to policing and blame it on the officers or the Federation. To finish off, she seems to relish the chance to attack the Federation and set out her latest plot to make representing anybody more difficult.

I now find the whole cycle pretty tedious and it needs to stop.

I can see why the Home Secretary would not want a credible and functioning representative body for officers, it gets in the way of her "reforms". She does, however, need to separate that from her speech and start focussing more upon the massive amount of positive work carried out by officers across the UK every day.

Those officers deserve their Home Secretary to be fighting for them, raising examples in public of the positive work they do within communities.

That needs to happen far more often and she needs to raise her voice to make sure it is heard, not just when she is scolding us for a few failures, in search of a headline.

As my part of the deal, I would then accept more readily her views on the performance of the Federation, after all we have in recent times given her plenty of ammunition with some juicy national headlines.

I think that conversation now needs to take place between national Chairman Steve White and Theresa May before next year's conference.

The whole thing needs to be agreed and, if the Home Secretary cannot balance her views, then perhaps we need to withdraw her invitation to address our conference and ask her to write us a letter instead.

We cannot stop her seeking to grab the headlines but we can alter the list of attendees and speakers at our conference.

I will be looking out for a changing attitude from the Home Secretary or at Birmingham next year it might be a case of "Your name is not on the list, you're not getting in."

Welcome back...

The new Police and Crime Commissioner (PCC) has pledged to serve all the people of North Wales without fear or favour - and to make tackling domestic violence a top priority.

Former police inspector Arfon Jones, the second ever North Wales PCC, stood as a Plaid Cymru candidate and was elected with a majority of 25,364 votes in the elections on 5 May.

We put a few questions to the PCC.

It's been eight years since you retired from service as a police inspector with NWP, what were the main factors that brought you back into the role of PCC?

I had been watching the performance of some PCCs around the country and thought some were very good and some pretty poor. When Plaid Cymru decided we were going to go for it, I decided to give it a go because of my background. I had full support from Plaid (with one notable exception).

For those who do not know you from your previous service or from your election campaign, can you give us a short pen-picture of Arfon Jones?

I served for 30 years with NWP up to the rank of inspector in uniform, secondment to Regional Criminal Intelligence, Airwave project and Comms Project (seems we still haven't got it right). Also served as DI Child Protection, Crime Strategy then Force Incident Manager and then Pace & Ops Inspector in Eastern. Served many years on the Federation both as sergeant and inspector.

“ *I will try not to interfere with operational policing (that might be difficult) but I intend to be visible to both the police and public and to listen to all sectors of the community.*

How do you think NWP has changed during the eight years since you left?

The nature of crime has changed. I had a briefing on emerging trends like CSE, cyber-crime, modern slavery etc and thought the demands were pretty shocking. Also the introduction of PCSOs is new.

As the second PCC for North Wales, you will have the benefit of being able to reflect on the different styles adopted by other PCCs across England and Wales over recent years, what style can we expect from you?

I will try not to interfere with operational policing (that might be difficult) but I intend to be visible to both police and public and to listen to all sectors of the community. I have strong views on civil and human rights but I'm not into wholesale changes and I would like to be seen as a critical friend.

How do you plan to support operational officers and what are your key messages to them?

In the short-term, introduce more BWV which will gather better evidence, increase arrests and convictions and protect officers against malicious complaints. I'm also behind the efficiency review and to make sure our partners deliver the services they're supposed to and that we don't get lumbered with carrying the can for these agencies.

PCCs across Wales are now split equally between Plaid Cymru and Labour, all are supportive of devolved policing. How do you think this will impact upon the debate and timescales around the devolution of policing?

I think this will give it an impetus that wasn't there before but it still has got to go through the legislative process and the structure will need to be established. When it happens it's probably at least five to six years away.

Independent scrutiny of areas such as grievances and complaints appear to have reduced since the demise of the Police Authority. Will you consider how we restore measures to afford more confidence to



officers in the future?

I don't claim to understand the system yet but I have read comments by the IPCC in the press and it does raise some issues. I look forward to a briefing by the Federation on officers' concerns before I meet with the IPCC.

Communication is always a difficult area, both internally and externally. Do you have any views on how you might improve that from a PCC perspective?

Public meetings are normally poorly attended so we need to go to people rather than them come to us, what I call on the stump... Agricultural shows, Eisteddfod, football matches are excellent opportunities to engage. As far as internal communications are concerned, I intend to operate an open door policy and I also intend to visit front-line officers on patrol.

Can officers expect to see you out and about with them on patrol?

Yes, a visit to Llandudno is already sorted.

As a strong supporter of the Welsh language, will you be raising the bar for officers in NWP and will you be pressing fellow Welsh PCCs to deliver a consistent service?

The way forward is encouragement and not compulsion, we should study the experience of Ireland. We should, however, seek to deliver a service in the language of choice of the public.

As a keen Wrexham supporter is there any truth in the rumour that you are changing officers' operational uniform to a red top with bigger dragons?

Don't give me ideas now! I remember some resentment by some officers when Mr Brunstrom first introduced the Welsh flag but now, as then, I still support them...we are after all a Welsh police force.



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Conference overview



By Simon Newport, Chairman of North Wales Police Federation Joint Branch Board

On Monday 16 May 2016, along with 11 other colleagues representing all ranks up to and including Chief Inspector, I travelled to Bournemouth to attend the last under the present format Police Federation of England and Wales (PFEW) annual national conference.

On the opening day of conference we were addressed by the national Chairman of the PFEW, Steve White, who delivered his keynote speech. Among other things, he called on the Home Secretary Theresa May to legislate for stiffer sentences for those responsible for assaulting police and other public sector workers when they are working, demanded more Tasers so officers could protect themselves and asked her to honour the pay award, later on this year, from the Police Remuneration Review Body with PFEW asking for a 2.8 per cent rise for officers.

The keynote speech was, in my opinion, very good and received an excellent

response from those present.

The Home Secretary responded with her own speech which started off conciliatory but, as usual, she then proceeded to inform us that the police must do better when it comes to domestic abuse and vulnerable people. What she failed to mention was the fact that it is not just the job of the police to protect the vulnerable, other agencies have to play a key role in this field too and it just isn't right that, presently, outside of office hours the police service struggles to cope as these vital outside agencies are not 24/7.

Overall, the Home Secretary's speech was not full of headlines but it was received politely.

Later that first day, Andy Burnham, the Shadow Home Secretary, addressed conference. His speech contained lots of promises but that is easy to do when you're in opposition. It also provided me with an opportunity to pose a question to him regarding the safeguarding and support of our firearms officers should they be called upon to act due to a terror attack. His answer surprised me somewhat as it appeared that he had no real idea as to what checks and balances were in place should such an awful attack take place. This is just not acceptable.

Day 2 of the conference saw briefings and seminars on mental health and women in policing, with our very own PC Sally Mulvaney addressing conference about her experiences of being a female police officer. Sally was superb and gave a very good account of herself on the stage.

We were also spoken to by the HMCIC Sir Tom Winsor, an enemy from the past who has since spoken with such pride and passion about police officers. This took many aback who were watching and he received an excellent round of applause. It appears that the wounds are healing.

In the afternoon conference broke into their separate rank meetings for the final time and in order to close their committees ready for an all inclusive National Board next year. At the Constables' meeting it was clear that it was time to wrap up as the recent events with regards to fraud allegations had clearly taken its toll on several members of the committee.

Day 3 saw briefings on the older workforce, protecting the vulnerable and an input from the College of Policing before the AGM and closure.

Overall the conference felt very flat this year, the atmosphere of previous years was clearly missing with some of the guest speakers and topics a little uninspiring and not particularly relevant.

So, another year passes and the future of conference is to be radically changed next year, in accordance with the Independent Review.

Next year's conference will take place in Birmingham and will only run for two days, with a massive reduction in attendees. North Wales Police will only be allowed to send four delegates next year as every force has been reduced.

I believe that this is the way forward and I welcome the changes. Clearly there has to be an annual conference in order to conduct official business with 43 separate Police Federation branches, but it was clear to me that the old conference had become uninspiring, dull and, well, old!

I, for one, will not miss her. Now is the time to push on with the reforms in accordance with the Normington review in relation to the Police Federation of England and Wales, and I continue to work on this on my members' behalf, whereby I truly want to see the organisation run better for the benefit of the members.



Chair's question

Shadow Home Secretary, Andy Burnham, told North Wales' Simon Newport, he was "really sorry" police officers doubted that they would have Government support in the event of a major terrorist attack.

And he said he would challenge that lack of support in Government.

Simon, JBB Chairman, said at Tuesday's conference session with Mr Burnham: "One of the big issues is the firearms issue and the threat of terrorist attacks on mainland UK. What reassurance can you give us on protection for our officers who will go out and defend our country against such an attack, when we have seen officers dragged through the courts, sometimes for years and years? Officers in France are treated like heroes by their Government and the public. Should an attack happen here, I don't think we'd get the support of the Ministers. What can you say to my officers to give them the confidence that what they're doing is right?"

Mr Burnham replied: "I am sorry, really sorry to hear you say that. Remembering back to 7/7 I think our Government did do our best to support the police then. The best I can do now is challenge this Government to support you. I haven't seen any evidence of them looking at what we need outside of London to keep the public safe and that is of great concern. We need a proper plan, do we not? I take on board your point."



A gladiator style square-up?

By **Nicholas Howe, North Wales Police Federation representative**

The Chairman built up to his speech with the statement: "This wolf in sheep's clothing has a few words to say." I wondered if he could live up to that.

Steve White talked about the previous gladiator style square ups between the Home Secretary and the Chair. He spoke of the Chair striking first, but not knowing what the Home Secretary had up her sleeve. There was previously an air of distrust and suspicion, which just led to a bloody mess. It was time to draw a line under all of that.

He agreed that the Federation had to put its own house in order - to be open, transparent and accountable. He said that we would work with the Home Secretary to deliver improvements in policing to the public. He invited her to work with us and take on board our opinions.

The Believe in Blue message was a reminder to everyone of what a great job the police do every day; single-minded crime fighters, the glue that binds communities together.

Steve mentioned Hillsborough, and the long suffering of the family and friends of those who died, paying tribute to them. He mentioned how many officers did their best that day, in horrific conditions, many of whom are still traumatised. He mentioned how it would be wrong to make all South Yorkshire officers culpable for the errors of their predecessors, a minority of senior officers, decades ago. He led a minute's silence in memory of the victims.

He mentioned PC Lisa Bates, from that force, who was recently attacked by a man with an axe, when she was coming to the aid of a member of the public.

He touched on the role of the Police Complaints Commission. How they needed to treat officers fairly, or they will never be able to increase the number of firearms officers. Quick resolution of investigations is needed, with officers generally being treated as witnesses, instead of suspects. He agreed that it was right that shortcomings were scrutinised.

Steve reminded us of the Chancellor's words: "Police protect us - we are going to protect the police". He reminded us that we were being told to 'do more with less', but we have been cut, stretched, pulled here and there - and continued to work hard - and succeeded. There does need to be reform, but he asked that we get asked what we think needs to happen. Currently we are not represented on the Police Reform Board, but would welcome a

seat at the table. Reform is being confused with cost-saving. Under resourcing leaves the public vulnerable and under protected.

Steve referred to the Home Secretary claiming last year that we had 'cried wolf', by saying that the word on the street was that there had been sightings of that wolf. He mentioned the threat of online fraud and cybercrime, and how we were not well equipped to tackle it. He also mentioned the police response to the horrors in Paris last year, and how the British public would expect no less.

Tribute was paid to PC Sahib Lalli and PC Dave Phillips, both officers being taken from us too soon. Both just in their 30s. He said how offenders who were convicted of assaulting police officers must feel the full weight of the law. Believe in Blue?... then show it!

Steve made a structured plea for the tools we need to do the job. A considered argument for a full roll-out of Taser was made.

Steve stated that the public expected us to be competent, professional and highly trained - and that we must not betray their expectation. He read out the oath that we have all taken. An oath with commitments not found anywhere else - and one we take seriously. He reinforced how we are committed to the protection of the public.

The Chair highlighted how we have had a 15 per cent real-time pay cut over the last six years. We haven't asked for any bonuses, just a fair reward. The pay and pension cuts have had an unsurprising impact on morale. He asked for a 2.8 per cent pay rise, which while it is not a lot, there is an understanding that we all need to be pragmatic. He highlighted the agreed 10 per cent rise for MPs.

Steve highlighted how the views of 120,000+ police officers are represented by Federation officers, most of whom perform their day jobs as well. These reps support their colleagues, often in their own time. He offered his thanks and pointed out that this effort saves forces hundreds of thousands of pounds.

He finished with saying that police officers and the Police Federation were on side. That we stand for fairness and right over wrong. All good, brave and selfless men and women. All that they ask is that the Home Secretary recognises this commitment, their judgement, their abilities and support them and fight their corner. Take pride in them, and never take them for granted.

The overall impression was of a hard-hitting, well constructed speech which highlighted the hard work and professional attitude of police officers who have had to suffer many cuts to their conditions. He

quoted Cabinet officers who claimed to support the police and just asked for them to stand by those words.

I think members would appreciate him moving away from previous speeches where points might be scored, but nobody actually wins. This was a more considered and mature approach, and he challenged the Home Secretary to keep the word of her Government colleagues.

To sum up in three words: protect the protectors.

OUR REP SAYS...

"It was that time of conference again where it was the Police Federation Chairman in one corner and the Home Secretary in the other. Steve White started off the annual jousting but the entire speech was well thought out, factual, emotive and to the point.

"There was time for reflection and thought over colleagues we have lost over the last year in the line of duty. We also stood in remembrance of the Hillsborough victims, however, it is this tragedy which seemed dominate the keynote speeches.

"Many relevant topics were covered by the Chairman's speech including pay, fire and police mergers, Taser, however, it opened with another 'olive branch' to the Government. For the second year running the Federation has told the Home Secretary that we are not the enemy, more a partner who must be consulted and involved to make the police service a better and more progressive body.

"Steve White was challenging and hit some nerves with the Home Secretary (particularly around the MPs' eye-watering pay rises).

"What was pivotal and reinforced to the Home Secretary was that the police are not accountable to the Government of the day, but to the Queen and the police will fiercely guard their independence.

"The Chairman of the Police Federation gave, in my opinion, an excellent speech to conference. Relevant and topical areas were highlighted, passion was evident and the Home Secretary was under no illusion that the Federation will fight for its members and that, despite Government's venomous attacks, the public do 'Believe in Blue'. I think it's another classic example of the Home Secretary hearing, but not listening.

"To summarise the Chairman's speech in three words: 'Just listen, Theresa!'"

Mark Jones

A photograph of Theresa May, the Home Secretary, speaking at a conference. She is wearing a dark suit and a white shirt, and is gesturing with her hands as she speaks. A man in a dark suit is partially visible in the foreground, looking towards her.

Home Secretary addresses conference

By Mick Laidlaw, North Wales Police Federation representative

Theresa May opened her speech paying tribute to the courage and determination of officers and the risks they expose themselves to on a daily basis. She stated that the Believe in Blue campaign illustrated the daily professional achievements of officers.

She pointed out that it had been six years since her first speech at conference and that in this time there had been many changes. This included the election of Police and Crime Commissioners and the establishment of the College of Policing.

She did not, however, make mention of the Winsor review and the effect this had on officers' morale or indeed the implementation of the Hutton report concerning pensions.

She then made specific the statement she made concerning the Normington report concerning the review of the Police Federation: that if it was not implemented she would enact legislation herself.

She was encouraged by the progress so far but would go further herself. With the present progress of the Police and Crime Bill she would make the Police Federation accountable under the Freedom of Information (FOI) Act. How she proposes to

do this is unclear as at present the FOI Act only concerns public authority and the Federation is a staff association. So there may be some other organisations concerned about this aspect.

She was most concerned regarding the Federation accounts that had been supplied to her especially concerning inappropriate spending which the rank and file would not agree with. This included a £10,000 payment for plain clothes, retirement gifts and £31 million in the value of 'holiday homes'. Does she not realise that it is the responsibility of individual branch boards - of which there are 43 - to account for how and where their money is spent? She stated that she would legislate concerning any Federation spending over a particular amount.

She then turned to the Hillsborough inquest and stated that it is right, in the interests of justice and the victims, to pursue matters that occurred many years ago. She said the police are the custodians of justice and with regards to Hillsborough the police sought to protect themselves. However, we have shown that change is possible and she is encouraged by this.

She then turned to domestic violence and in this she made reference to incidents that she had previously mentioned in earlier speeches with regards to officers not taking the matter seriously. She wants more

progress on this issue. She is encouraged by the use of body-worn video (BWV) and new legislation but wants to restore justice for domestic violence victims. She did not, however, make any mention of any direction she has given to Social Services, housing, NHS and the courts to mention a few regarding their co-operation with regards this important issue.

She did state she was concerned regarding the number of officers found to be taking advantage of vulnerable persons and had requested the HMIC examine this aspect.

She ended her speech by stating that the model of policing by consent was being renewed in the right direction and that we are the 'Custodians of Justice' and should always remember that.

A number of questions were asked from the floor. This included a request to enable specific legislation to make assaulting an officer an aggravated offence. Her reply was that this was a matter for the judiciary. A further request was made regarding increased availability of Taser to those officers who wish to carry it. She replied that further funding may be available from a new police fund but would not make any assurances regarding this issue.

OUR REPS SAY... PAGE 8

North Wales Police Federation representatives took an active part in the first day's sessions. Kim Owen asked Alun Michael a question about devolution in England, an earlier session in the day, asking if the lessons would be learned from experiences in Wales.



OUR REPS SAY...

"Unfortunately, another year and still no change in her attitude to the way she looks at the British police service. It would be nice, just for once, for her to come to conference and say how good the police are, dealing with policing the streets of Britain and keeping the public safe at times of cuts and serious risks to safety.

"But no, again it was a chance for her to come to tell us how bad we are and to criticise us for actions of senior officers 30 years ago when I was actually in school! It's time she began to start looking to the future and not judging current officers on the past actions when most were in school or not even born. Her speech this year was no different to previous years although I suppose she did smile a few times this year which was a bit of a surprise.

"I was very impressed with the live Skype, whereby a Devon and Cornwall officer was able to ask the Home Secretary a question about Taser funding live from his police station (although she didn't answer him fully) but this is definitely a way forward for our members to get involved in conference.

"I look forward to the day when we have a Home Secretary who will support and encourage police officers instead of constantly putting hard-working officers down.

"Three words I would use to describe her speech would be – same-old, hypocritical and disheartening."

Kim Owen, North Wales Police Federation representative

"To the sound of polite applause, the Home Secretary made her way over to the microphone. It was a case of 'hope for the best, expect the worst' and our beloved Theresa May did not disappoint!

"Despite the Police Federation offering an 'olive branch' to the Government for the second consecutive year, the Home Secretary saw it fit to snap it into two. Lip service was given to thanking brave and dedicated officers but that was only a fleeting visit as

Ms May went on the full offensive thereafter.

"Painting a bleak picture of the police service, Theresa May insinuated that the police service was 'toxic' as a result of the Hillsborough disaster, however, she had to be reminded that the officers of today do not represent the ones of decades ago.

"Moving to the main focus of the Home Secretary's keynote speech, it was made clear by Ms May that the police service as a whole was inept and unable to effectively deal with vulnerable persons and domestic abuse cases and that she was going to be calling in her henchman, Sir Tom Winsor, to sort the police out. What the Home Secretary failed to mention was that the domestic abuse cases are not as simplistic as she would make out. Where was the mention of other agencies who have their part to play in protecting the most vulnerable in society? Social Services? Health Service? Charities? No, it was made out that, as usual, the police were at fault.

"Many other issues were discussed and Theresa May was questioned directly by front-line officers who expressed their concern at issues that affected them on a daily basis. As per the norm of all politicians, there were no answers, purely sound bites.

"I came out of that session feeling that I had had my bottom figuratively slapped and that we had all been told off by Miss Trunchbull! At a time when morale and motivation is at an all-time low within the police nationally, our governor did nothing to encourage, support or motivate. It only concretises the notion that the police are seen as a 'thorn in the side' of the Government.

"I personally see little point in inviting Theresa May to future conferences as all it does is give her a platform to publicly slam the police instead of using it as an opportunity to engage with 'the voice' of British policing.

"To sum up in three words the keynote speech from Home Secretary Theresa May, it would be 'yet another kicking'."

Mark Jones, North Wales Police Federation representative

"I believe in blue. I believe in you and what you do."

Those were the resounding words of shadow home secretary Andy Burnham as he addressed this year's Police Federation conference.

Speaking to rank and file officers on the first day of the annual conference, he said: "I know that there are thousands of your colleagues out there right now as I speak putting themselves out to keep others safe.

"British policing remains the best in the world - of that I have no doubt."

He said he was saddened to see the 'bedrock of British policing that I am proud to say was built up by the last Labour Government' being 'slowly hollowed out'.

He quoted statistics of 18,000 police officers, 12,000 of them operational front-line officers, lost in the last Parliament and said those left have found their workloads soaring and pressure intensifying, with over a quarter now working more than 49 hours a week, beyond the legal limit.

He continued: "We are now in the sixth straight year of cuts to police budgets. These cuts come when the challenges of the job are greater than ever before and when the pressures on you are increasing all the time; at a time when crime is changing, becoming more sophisticated, and starting to rise again; when the terror threat is growing; and when the police are increasingly being left to pick up the pieces from cuts to other

Shadow home secretary: I believe in blue

Witness or suspect? Pursuit and response driving

By Barry Andrews, North Wales Police Federation representative

I am a pursuit trained roads policing officer which was the reason for choosing this session to provide my view.

I have been lucky enough to hear barrister Mark Aldred's input before at the national Police Federation Roads Policing Conference in January. He makes it clear that anyone unfortunate enough to be in the position of being involved in a serious or fatal collision on a response run or pursuit should always take the approach that they will be treated as a suspect. There is no protection and everyone should be aware of that.

Both Jayne Willetts, roads policing lead at the Federation, and Tim Rogers, the police pursuits lead, are making every effort to push for a change in the legislation as there is a clear gap where officers could end up in prison for doing their job. Jayne highlighted that we have not got the post incident procedure (PIP) process right unlike the event of a shooting where the PIP works very well. The Federation is in the process of changing the training to improve this.

I was aware that DCC Anthony Bangham has only recently taken over the responsibility for pursuits and had indicated that he felt there was no need for a change in legislation. It was pleasing to hear him say that he believed there was a gap in protection for officers involved in pursuits, however, he still thought there was adequate provision in legislation for response drivers. An example was given where a response driver could be assisting in a pursuit and should be afforded the same protection.

It is a debate that will continue and I am sure that Jayne and Tim will continue to fight for change.

Kim Manning did not attend. This was disappointing as it would have been nice to have the IPCC stance and to show how important the Federation feel about this topic.

I feel that there is a need for a change in legislation. An offender always has the option to stop. The public would want us to apprehend offenders and not just simply let 'em go.

I would still engage in a pursuit as I have done many times in my 22 plus years on the department, provided the situation could not be managed in any other way.

public services as the service of last resort.

"So your job is getting harder and, if this wasn't bad enough, there has been a steady stream of revelations about policing practice in the past. So morale is low and no wonder."

The week before conference he said he would be seeking to remove the time limit on the period after leaving a force that a

retired officer can be investigated for misconduct and he repeated this proposal.

The third area that needs change, he said, is on strengthening the independence of the regulator and he wants to give the IPCC power to direct forces to implement findings and sanctions following investigations into officers and forces.

OUR REPS SAY...

"Andy Burnham appeared a bit nervous but overall his debut was a good one. He was clear that he is supportive of the police despite his recent statements after the Hillsborough inquiry. He seems aware that the cuts have had consequences particularly on other services which, in turn, has had a detrimental effect on policing resources. He declared that he wished to work with the Federation in the future particularly on the issues he has raised regarding police accountability. Overall, he was fairly balanced."

Paul McKeown

"Considering the press release and comments he made the previous week, overall I thought he was trying to be more balanced. Nobody can get away from the facts regarding the whole Hillsborough issue and he has had a lot of involvement with the families over the period of the inquest. "I thought his debut was OK. He only

looked a little uneasy when he was asked if the same standards should be attributed to MPs as well as police officers when it came to matters of misconduct in public office. He did answer the question after a short pause.

"He gave the impression that he understood the challenges for the police service but it is easy to show support in opposition. The test would come if he was ever in the position of Home Secretary.

"The highlight for me was him stating that he wanted to work with the Federation to move forward. The low point was stance on the possible loss of pension rights for criminal cases. He did not appear to realise that a process was already in place but he quickly clarified that it was the timescale for bringing retired officers back for such matters that he had an issue with."

Barry Andrews





Assaults on police - the journey continues

John Apter.

By Kim Owen, North Wales Police Federation representative

I decided to report on this session as I was assaulted a few days before Christmas, which resulted in me attending hospital and then needing physio and acupuncture from which I have only recently been discharged five months after the incident.

On the night of the assault I felt very lucky to walk away with only whiplash type injuries to my neck, shoulder and back, but it could have been so much worse.

The offenders have since received a suspended sentence and an order to pay compensation. Compensation does not make up for five months of pain though!

I received some great support and contact from my immediate supervisors who came to the hospital on the night and, when I was on sick leave, I received personal phone calls from managers including the duty Superintendent and the Chief Constable. This made a difference and I didn't feel like just a number or another statistic. It is a huge difference to how it's

been dealt with previously and, for those who know me, I've had a few injuries in my service!

Listening to the issues discussed made me think of how initially my thoughts following the incident were 'I'm fine, I don't need this fuss, I don't need phone calls, I'm a hardened police officer and can cope'. Wrongly, I probably had the attitude of 'it's part of the job!' But it's not part of our job to be assaulted and it's not acceptable. Over the following weeks, as I realised it was taking longer than I expected to recover, I

Improvements have been made

By Mark Jones, North Wales Police Federation representative.

It is never acceptable to say 'it's part of the job being assaulted'. That was the message coming loud and clear from the police assaults session at conference.

John Apter, Chairman of the Hampshire Police Federation, gave a passionate and detailed update into the work that is still on going to prevent and effectively deal with officers who are assaulted in the line of duty.

The biggest hurdle was still the fact that nobody really knew the true number of assaults on police that take place each year. Thankfully, the Home Office has now listened and there is a now a system in place to accurately record the number of assaults nationally, though some of the data requires police forces to submit voluntarily.

With much persistence and dedication Hampshire Police Federation have an excellent rapport and working relationship with senior officers and other

departments, including the control room. The benefit of this means that there is two way communication and as soon as an assault on an officer has been identified the Federation is notified and steps put in place to ensure that the officer is fully supported and cared for.

It was agreed that even the most minor assaults can have a catastrophic effect on an officer's confidence and even lead to mental health issues, resulting in prolonged absence from work and a detrimental effect to the officer's personal life. This is why it is critical that police forces get this right, every time, without fail.

Hampshire Federation has been continuously banging the drum and putting significant pressure on the Home Office, CPS, College of Policing, HMIC, and any other agency that needs to be involved and has a role to play in reducing and supporting the fight against police officer assaults. This persistence must be applauded and commended as 35 police forces across England and Wales are now in the process of implementing the Hampshire seven-point

plan in dealing with police officer assaults. Number one is that a police officer is a victim when they are assaulted and therefore afforded exactly the same rights as any other victim of crime.

I'm proud to report that North Wales is one of the 35 forces that has signed up to the Hampshire plan and further details of this will be publicised in due course. In line with national Federation policy, the roll-out of Taser to all front-line officers who wish to carry it, must be progressed swiftly and without delay. The excuse of financial constraints is simply unacceptable. Can you put a price on a colleague's safety?

Dealing effectively with police officer assaults and showing compassion to victims, i.e. our colleagues, must be in our DNA and be done without prompt or order.

Alex Marshall, CEO of the College of Policing, added to the praise of John Apter and his colleagues, detailing that this notion came from the front-line and not some senior officer or large force project department. In the words of Alex, this whole concept has been "Fed-led". This also links in to the recently published leadership review by the college where responsibilities are placed on all leaders, of all ranks and abilities, to lead an

did start to think of it more and more and realised it's not just about me, it's also about my two children who deserve to have their mum home from work in one piece.

In my case I did complete a Victim Personal Statement for the court and in my statement I openly included how scared I was that night, how I feared for myself and the pain I had to deal with over the whole Christmas period where I could not do anything and how it affected my children. This is something that every officer who is assaulted should be doing as a routine after every assault. Any officer assaulted doing their job is a victim and has a right to be treated as any other victim and have their thoughts and feelings noted by a court.

The conference session on officer assaults started with an officer talking about being assaulted on duty and the welfare and support given. It detailed the consequences and knock-on effect on her confidence to go back out single crewed again.

John Apter, Chairman of Hampshire Police Federation, then spoke about his passion for this subject and how he was pushing for officers to be fully supported following an assault.

He detailed that the data on assaults on police officers was not being recorded and in fact only 25 per cent of assaults were being recorded on the health and safety system. He has met the Police Minister who took personal responsibility for taking this area forward. This year the Home Office will get the crime data as well as the health and safety figures for assaults on officers, but (as

effective workforce.

Finally, John Montague from the Crown Prosecution Service gave his views on the seven-point plan. CPS fully endorses the plan and agree that the victim experience has improved as a result. CPS emphasises that it is so important for officers to be given the opportunity to complete a victim personal statement. This gives the officer an opportunity to tell the court directly how the assault has affected them. Also it was highlighted that there must be continuous dialogue and good communication between prosecutors and police officer victims. The support of the Director of Public Prosecution has been obtained and therefore there should be no reason for this disparity across the country. In no circumstances should there be an 'us and them' culture between CPS and the police.

Overall there has been significant improvements in the way we deal with officer assaults. However, it is not an issue that can be resolved overnight and there are many, many agencies that need to play their part. With the persistence and passion from Hampshire Police Federation, the barriers that were once in place are now being bulldozed.

there is always a but) this will be voluntary for forces, which is a concern. Forces should ensure the data is recorded accurately so that we can get a true picture of this issue.

In Hampshire, in the last year, the figures show there are three assaults on officers every day of the year. Hants now has physiotherapy accessible immediately for officers and mental health specialists have been introduced within occupational health.

It is clear to me that investment is needed within our own force with occupational health and we certainly shouldn't be cutting back in this area.

There was also lots of discussion about Taser which can help prevent serious injury to officers. There was also talk around body-worn video (BWV) and how it is a fantastic piece of equipment which assists in swift results, early guilty pleas and quick sentences.

There is a lot more work needed with regard to sentencing for assaults on police which is being progressed alongside discussions with the CPS.

Alex Marshall from the College of Policing said it might be foreseeable that officers will be assaulted but it is never acceptable. He supports the seven-point plan that Hampshire has implemented and says it needs to be rolled out in every force in the country.

This is an area that we as a Federation need to keep pushing so data is recorded correctly, officers submit the relevant health and safety forms following an injury, crimes are recorded correctly, offenders face the correct level of charge and welfare is paramount for officers who are assaulted.

OUR REP SAYS...

"This is yet another example of how the Police Federation is tirelessly working for the benefit of its members, raising awareness, and being unafraid to ask the awkward questions to those in power and influence.

"The project is being rolled out nationally and it was nice to see that North Wales Police are adopting it. The operation is based on a seven-point plan outlining actions which need to be taken when an officer is assaulted. I hope North Wales publishes these soon. At this time, we still do not have accurate annual figures for assaults on police and the current figure (23,000) is believed to be inaccurate. That is frankly ridiculous and I would have thought would have been sorted within the last year. I think when the public see what we are subjected to then they might be a bit more appreciative of how difficult the job is. The IPCC might then get a bit of perspective on police use of force."

Paul McKeown

Detectives forum

By Paul Speight, North Wales Police Federation representative

More than 100 detectives attended the National Detectives' Forum fringe meeting. The forum represents 19,600 detectives nationally.

The main input was the College of Policing explaining the benefits of registering and maintaining a professional portfolio in order to enable officers to transfer internal training and courses into academic qualifications that can be used externally while undertaking further study or on retirement. It is relevant to officers to consider that all their training records can be used for external academic qualifications.

The forum could be part of the main conference if it went over case studies, learning lessons and best practice on major crimes which it discusses at other meetings during the year.

Networking at this particular fringe meeting seemed to be the real reason for holding the event. I started talking to a cyber-crime officer from Gloucester about their experiences in creating a unit linked to their force intel unit. They experienced the same difficulties as us with under staffing, being given clear direction, lack of bespoke and meaningful training courses and so on.

I also discussed with South Yorkshire the ongoing investigations and the impending Orgreave investigation which Andy Burnham had also raised during his earlier speech to conference. Investigating historic cases will continue and will impact on Force capacity with ever-increasing demands on investigators with their current workloads already high with excessive working hours being the norm.



Feeling blue? Conference considers mental health



Steve White, national Federation chairman, with regional Federation representative Hayley Aley (centre) and Faye McGuinness of MIND's Blue Light Programme and the Federation's Time to Change signed pledge.

By Mark Jones, North Wales Police Federation representative

The concerns of police officer wellbeing and in particular mental health and stress at work has been at the forefront of conference this year. To that end an entire session was dedicated to this area entitled 'How blue is the thin blue line?'

A panel of leading professionals gave their views, insight and professional judgment into this expanding area of concern.

Che Donald of PFEW started the session by explaining that police forces have a statutory duty of care towards their staff. The Federation commissioned a major survey into officer fatigue, welfare and stress and the results were quite alarming.

A shocking 91 per cent of police officers have experienced mental health issues while they work in varying degrees of severity. Clearly, this is a cause for concern and should set alarm bells ringing with senior officers, politicians and partner agencies alike. Over 17,000 officers responded to the survey and the results have been analysed in significant detail by the University of Nottingham. Professor Jonathan Houdmont of the university gave us a more detailed breakdown of the results.

The percentage of work-related stress reported in the UK is around 16 per cent, however, the police officers surveyed for this responded with 39 per cent considered to be stressed and 10 per cent categorised as extremely stressed. Many of the questions were answered and the full results and detailed report into the survey will be released later on this year, however, it's highlighted the following points:

1. Policing is inherently stressful
2. Mental health wellbeing of police is considerably poorer compared to other professions
3. There are mixed perceptions in relation to

the support provided for those who suffer stress in the workplace

4. There is considerable scope to improve training to line managers in identifying colleagues suffering with stress and other mental health issues plus training in how to suitably support and refer for help.

Those living with a mental health issue face numerous barriers to reporting and getting the support that they so desperately need, (including) fears of line management disclosure, an inadequacy of support and a fear of getting back to work and having to face colleagues.

Faye McGuinness from the charity, Mind, explained the Blue Light Programme. In essence it is to raise awareness and put measures in place to fully support colleagues who are in need of help. They have a programme of training line managers, putting in place Blue

Light Champions and getting the message out there that we all need to be aware and responsive to ourselves and colleagues whenever the signs of stress appear. So far 24 forces have signed up to the Blue Light 'Time to Change' pledge. Frustratingly and disappointingly, the funding for this excellent scheme is only for England at present, however, the Police Federation has also signed the pledge and committed to ensure that this is rolled out to Welsh forces as soon as possible.

The College of Policing is working with forces to raise awareness and ensure that sufficient provision is put in place to support and help suffering colleagues. The final input was from the newly established Welfare Support Programme (WSP) which is fully integrated into Police Federation business. It was clear that the WSP has the time, expertise, and knowledge to help and is crying out to be used more and more.

Sadly, in the face of budget cuts, proper mental health support has been at the bottom of the list for police force occupational health departments leaving officers without the adequate help and leaving them in extremely vulnerable positions. Police forces must take the responsibility to care for their staff. People are the greatest asset to businesses and the police is no different in this case. It is therefore absolutely essential that police forces commit to meaningfully support and encourage those in times of hardship to speak out and get help.

Overall, I found this session to be insightful, relevant and long over-due. In times when demand is increasing on officers, and public and media scrutiny is at an all time high, it is paramount that we look after each other and show empathy and care to our colleagues and friends.

OUR REP SAYS...

"Four short videos were shown with four officers courageously explaining how they had suffered from mental health issues. These illustrated the need for more awareness of the issue. Their issues were caused by several factors, from an experience in a previous occupation, an assault at work and a vehicle related matter.

"What became apparent was the lack of understanding within the service and the availability of the correct services to support the officers. Many stated that there was a stigma attached to the issue of mental health and felt it was easier to report sick with an injury or unrelated matter. There was reluctance to report the matter to a line manager or to occupational health.

"There was also concerns raised regarding the lack of training provided to line managers to provide the correct assistance to officers. It was stated that

more often than not the officer was referred to their own GP as most forces had no counselling service provision.

"However, further assistance and emergency phone contact can be made through either the Federation's own Welfare Support Programme or the Blue Light programme at Mind www.mind.org.uk/bluelight. This provides 24/7 cover with trained professionals available and is available to Welsh officers and staff when they contact as an individual.

"The main message from this session was that there is no stigma attached to mental health. It is something many of us may suffer during our lives or experience through family or friends. Early diagnosis is paramount. So if you feel concerned or observe any worrying signs in a colleague please do not delay and seek help."

Mick Laidlaw

Sir Tom Winsor praises rank and file officers

Sir Tom Winsor, head of HMIC, spoke of his 'enormous respect and admiration' for rank and file police officers and the work they do every day in his speech to the Police Federation conference.

He praised their 'can do' culture and acknowledged the dangers they faced explaining that attending Merseyside PC Dave Phillips' funeral last year had been one of the most moving experiences of his life and highlighting the 'dignity in profound grief of his young family'.

Sir Tom told delegates: "Dave Phillips' daughters will grow up without their father. They will be proud of their father but they will miss him every day – they will live with his memory but not his presence. This is something that everyone needs to keep front and centre of their minds as policing judgements are made."

His 30-minute slot on the Wednesday morning of conference week was listed as HMIC PEEL inspections but he began by referring to a question asked of the Home Secretary about her legacy, saying that this had prompted him to reflect on his own time as chief inspector at the inspectorate, particularly as he was now halfway through his term of office.

His respect and admiration for policing had only intensified, he explained, particularly since it was the police service that stepped in when other agencies failed,

sometimes chronically. The public, he said, know the police will never say no.

Sir Tom also praised police officers' bravery: "Every day they [police] go out to face dangers that they can never anticipate... an angry man with a knife, acid thrown in their face, or an attack with an axe."

He then went on to outline the key theme of his presentation saying that the aim of HMIC was to make front-line policing more productive and that the PEEL – police effectiveness, efficiency and legitimacy – inspections introduced two years ago marked the biggest ever change to force inspections.

The PEEL inspections, which rank forces as outstanding, good, requiring improvement and inadequate, involve three assessments for each of the 43 forces.

But, he announced that more needed to be done to enable forces to plan for the future. In line with utility companies, that are required to produce Network Management Statements each year to show how they are planning to meet their future demand, forces would now be compelled to prepare their own Force Management Statements annually.

The police, he pointed out, were the most important of all the services since policing affected everyone. There were three main considerations – what forces do, which is complex, he said, future demand and

assets, mainly people with their conditions, mental and physical well-being, capability, serviceability and resilience all being important factors.

Demand is largely viewed as being about crime, Sir Tom said, but police dealt with far more than crime.

"It isn't easy," he admitted, "But is it worth doing? Yes."

The first statements would involve a lot of work for forces, he said, but it would get easier over time.

Sir Tom concluded by calling for the Federation to have a seat at the influential Police Reform and Transformation Board and also offered support in gathering more accurate data on police officer assaults.

OUR REP SAYS...

"He came across quite well initially then he launched quickly into management speak which was hard to follow. He was clearly excited about how effective he was making HMIC's inspection regime. He highlighted that their reports provide good practice from around the country and that forces should use these to improve their processes. North Wales Police probably need to review each of these to assist improving how they do things. I was left wondering if he realises that his annual PEEL reports put a tremendous strain on forces as they have to try to implement changes which can be costly. Also the fact that HMIC likes to brief the press and highlight forces' deficiencies undermines officers' morale and possibly public confidence. A bit of a pointless session to be honest."

Paul McKeown



Sally takes centre stage at conference

North Wales PC Sally Mulvaney urged officers not to let their unconscious bias affect their own career choices.

Sally addressed conference during a session on the future of women in policing.

Sally said that as a 5ft 2in, petite blonde woman she had experienced unconscious bias from others - suggesting others saw her as not very intelligent and fragile - but she had actually been more adversely affected by her own preconceptions.

"Unconscious bias affects how we see ourselves and that can be far more limiting and far more damaging. Glass ceilings do not exist. Unconscious bias is holding women back in the police," said Sally.

For a long time, she had never even considered policing as a career, and it had never been suggested to her. But she says now: "Joining the police is one of the best things I ever did. I love it."

Having joined the PSU, she knew some

officers did not like to work alongside her but she found other people's bias easier to confront than her own - you just had to prove them wrong!

While it was still a male dominated career, Sally said she believed it would become more balanced naturally over time and that women had a part to play in that.

She said: "Don't pre-judge yourself, push yourself because no-one is going to do it for you."

As part of the same session DS Nita Jhanji-Garrod gave an insight into her 29-year career with Greater Manchester Police.

Nita, the Force's first female Asian officer, showed how much the police service has changed in that time but nevertheless revealed the prejudice she had faced along the way in 'The future of women in policing' session.

She admitted that it was a huge disappointment to her mother, who had



wanted her to be a doctor, that she even joined the police in the first place but said she had seen progress in terms of equality during her career and that no doubt it would continue to improve.

The service was becoming more reflective of the communities it serves without thinking and that should continue as everyone embraced difference.

"I challenge you to be the change you want to see in the police service," she told

“ *Don't pre-judge yourself, push yourself because no-one is going to do it for you.* ”

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North Wales PC
Sally Mulvaney.

Varied content for women's meeting

By Jane Thomas, North Wales Police Federation representative

Around 80 women and a few men attended the women's fringe meeting.

Chaired by North Wales officer Sam Roberts, now a regional representative at the national Federation, the meeting began with a minute's silence for fallen colleagues.

She then introduced Vivienne Costello, integrative therapist, hypnotherapist, life coach, and laughter yoga and laughter facilitator. Sam was her usual bubbly self and got everyone to take part in the audience participation.

The session identified that we have to laugh when we have such a difficult job to do. It was a very informal meeting and relaxing with an interesting presentation from Vivienne regarding laughter and its benefits.

The second part was a great contrast to the laughter experienced in the first presentation as we were introduced to the charity 'Looking good, Feel better' which helps in making cancer sufferers feel good about themselves and supports women diagnosed with cancer in a very practical and positive way. Trained beauty consultants volunteer their time to help women feel good despite after effects of cancer treatment. Many women don't know about the charity www.lgfb.co.uk

We had a presentation from a police officer cancer sufferer giving her experience after cancer diagnosis at the age of 40 and the support she has had from the charity. What a brave woman.



North Wales officer Sam Roberts, now a regional representative at the national Federation.

delegates.





The third speaker in this session was retired Met officer Charlie McMurdie who gave an account of her career in tackling cyber-crime.

Having joined the police service in 1981, her career included time in the Flying Squad in Finchley and a posting to the specialist crime unit at Scotland Yard and she had seen a digital revolution with an explosion in cyber-crime.

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Planning for an older workforce

By Jane Thomas and Kim Owen, North Wales Police Federation representative

Overall, this was a good session which highlighted issues surrounding menopause and other-age related issues which are going to become more frequently raised by members as officers are going to have to work longer over the coming years, and the concerns raised regarding planning for dealing with these issues which forces should be doing now.

Jayne Willetts, Chair of the Constables' Central Committee, raised issues she feels are relevant such as the loss of back office roles for people formerly forced onto 'restricted duties' due to age-related conditions. And she questioned what we do with officers as they get older and sustain injuries and disabilities.

She said there was a lack of knowledge among managers and peers about reasonable adjustments and limited duties and therefore how difficult it is for officers to ask for these arrangements. Relied on to help support and represent officers requesting reasonable adjustments.

The Police Federation has highlighted that equality leads are not full-time in many forces and the responsibilities of occupational health are starting to fall more on the Federation as the cuts are hitting the forces. Disability is different from being disabled and covers a vast amount of issues.

Jayne highlighted cases the Federation supported over the past 12 months: 106 for disability that went to Employment Tribunal and 16 for age discrimination highlighting a concern forces are not dealing with reasonable adjustments correctly.

Jamie Mills of the Disabled Police Association explained how the group gets involved in strategic level engagement and works towards ensuring the ability of disabled officers and staff is recognised rather than their difference. He explained

how we are more vulnerable to disease and disabilities as we get older and highlighted threats to an ageing workforce.

Pension changes require officers to work longer and ill health retirements are at a low rate so disabled officers have to remain in a police force and the threat of capability dismissal on the horizon is a real concern. There is also an increased recognition of previously misunderstood conditions such as PTSD/chronic fatigue syndrome and as officers are being pushed harder to do more with less, there's an increasing risk of illness and injury.

There is a lack of reasonable alternatives in respect of the fitness testing but as you age you may see a degeneration of the spine, knees and ankles, which will affect any person in a bleep test or run!

There needs to be a cultural change: we need forces and managers to recognise and understand the need and benefits of accommodating disabled workers and be able to consider and implement reasonable adjustments for officers who become disabled and have flexibility when dealing with reasonable adjustments. Forces need to be looking at health initiatives, flexible working and ergonomically designed working environments as well as adapting job roles and offering re-training to accommodate age-related health conditions.

The next speaker, Dee Collins, Temp Chief Constable of West Yorkshire Police, said an ageing workforce had not been an issue before but we now need to consider the consequences in the future. She particularly focussed on women going through the menopause as this will have an effect on their ability to work effectively. She highlighted how these women could feel isolated and vulnerable.

With the average age of women reaching the menopause being 52 this will increase the number of officers who will

suffer in our workplaces over the coming years as women will be working longer in the service. The concern is there will be a risk of disciplinary or absence procedures being implemented against the officers and managers needing a valuable input and training into how to identify and understand the effects of the menopause on officers.

OUR REPS SAY...

"An older workforce within the organisation can, and does, provide an infinite range of ability and experience which can be utilised in a variety of roles.

"Examples were provided on various Employment Tribunals concerning these matters. There are no winners from Employment Tribunals.

"What is needed is more understanding of what the person concerned is saying and suffering from and better use of existing resolutions that are available such as adapting a role and making reasonable adjustments in the workplace and with flexible working patterns. If an officer is repeatedly reporting sick, ensure there are no underlying problems that have not been identified before going down the path of action plans and UPP.

"One thing is certain in life, we are all getting older and what a colleague is experiencing today - which is age related - you may well have tomorrow."

Mick Laidlaw

"The input from Jayne Willetts explaining the work streams which are ongoing is encouraging as, with the change in pensions, officers are going to have to work until much older to obtain a pension. This is going to impact on the workforce as I know from experience, you recover much slower the older you get. That is from injuries or illnesses. Is someone of 60 really going to be the best person to be fighting with an 18-year-old on a Saturday night?"

Barry Andrews

Limited duties: fringe session

By Mick Laidlaw, North Wales Police Federation representative

It was clear that there are 43 forces in England and Wales and 43 different interpretations of this new regulation.

A survey will be sent out soon to all JBB Secretaries about the progress made so far in their forces.

The fringe meeting gave an update on the introduction of limited duties. Chaired by Andy Fittes, PFEW General Secretary, it began with an introduction from the Federation's research team.

Remember that there are two distinctions to be made.

Recuperative duties: Officers who are injured and making progress to being fully deployable.

Adjusted duties: Officers who cannot be fully deployable but can provide a role within the service though may incur a loss of eight per cent in pay.

Forces should have completed an operational capability

assessment before introducing this regulation. I asked what are the ramifications if a force has not completed this assessment. The response was that it would be very difficult to implement any decisions if this work had not been done.

It was also clear in some forces that ill-health retirement was not an option, which it should be if the regulation is followed.

Further work was being conducted regarding physical fitness tests and it was stated only an officer required to do PST in their role was required to complete the bleep test to a required standard.

Many examples were given of officers providing a full and constructive role but unable to complete a fitness test and therefore being placed on UPP which appears excessive. Psychological and PTSD issues were also not being addressed within this framework, only physical disabilities.

It was stressed the system should be fair and transparent to comply with existing legislation. It clearly has a long way to go but will remain. It has been reduced from Winsor's first proposals after he was misled with the number of officers who were restricted.

This matter will be reviewed in the Autumn by the Police Advisory Board.



Vision 2020 - specialist and digital capabilities

By Nicholas Hawe, North Wales Police Federation representative

This session was not what I was expecting. I thought it was going to be more about the upcoming threat of cyber-crime and how we were going to equip ourselves to tackle it. To find it was a showcase of mobile equipment for an agile workforce was a disappointment really, with little that appeared to be particularly new.

All that has happened is for numerous systems to now be available on one platform, which is welcome, but should have happened sooner.

It was interesting and relevant but should have been shorter.

Sara Thornton, head of the NPCC, spoke about our unique policing model which should be treasured. More support is needed for firearms officers, she said, and we should promote a workplace where staff feel able to challenge their leaders. She touched upon the emerging cyber-crime issue, but that was the only relevant part.

Sgt Nicholas Bonnichon of the City of London Police gave a demonstration of the technology. It was good to see forms auto-filling and offence codes self-populating leading to less paperwork.

Stephen Webb from the Home Office talked about having better tools to protect the public and the replacement of the Airwave system. An Emergency Services Network using the EE network, and Motorola devices. The EE network will be expanded to at least as good as the more expensive Airwave system, giving 97 per cent land mass coverage. The projected improved coverage

map showed much improved signals in both North and South Gwynedd, which would be most welcome. He talked about mobile fingerprint readers; facial recognition software; face in a crowd recognition; PNC/PND/ANPR all on a new platform in 2019; a new alerting service so that officers are aware of all relevant updates on other systems.

Chris Sims, former West Midlands Police Chief Constable, talked about the NPCC Specialist Capabilities Programme and mentioned the exciting opportunities around forensic science, how threats are evolving and the demands on police are changing. He touched on the global problem that cyber crime presents and how the 43 force structure will not be fit for purpose to tackle this.

Sussex Chief Constable Giles York spoke about Digital First, and rightly pointed out that his slot had been shrunk because others had over-run. This was a shame as he was by far the most engaging and interesting speaker. He spoke of the old fashioned way that we are still sending digital evidence to CPS, with brown envelopes full of CDs, which then get lost in the mail systems and never get viewed.

He spoke of how putting a file together today was like trying to follow confusing instructions for flat pack furniture, and how you think you are finished, only to find CPS coming back with a load of new issues. (He jokingly mentioned a CPS request to get a statement from the mother of the store detective!) Giles said that a Police Common Platform was needed, and said that the landscape was currently fractured. An issue he raised was about how we handle digital

evidence sent in by the public, and the various challenges that presents. Again he was striving for more clarity on what CPS want from a file build, and a simpler, quicker, more self-populating system.

The messages I will take back are those contained above. The better network coverage in Gwynedd and the desire to improve file building are big positives.

OUR REP SAYS...

"I expected more discussion on current trends relating to cyber-crime. Sgt Bonnichon merely showed a mobile ANPR reader with PND ticket functionality. These have been available for over a decade in one form or another. The software integrating system has improved but basically it's still a ticket machine. As the Home Secretary refused to guarantee funding for Taser, one needs to ask what's more important for CCs - protecting officers or issuing PND in a seamless manner.

"Police vision for 2020 with ESN mobile devices is practical and will be beneficial - putting smart phones, Blackberry, mobile and Airwave into one device will be welcomed.

"Giles York, as always, was enthusiastic and inspired and quite rightly states that 43 forces taking different paths can be the strength and weakness to policing in the future.

"The message was that threats continue to evolve and worldwide issues impact at local levels. Demands are changing and becoming more complex with fewer resources available (and this) will become the norm. Better connected, better equipped and better informed are at the heart of digital capabilities for the future. Police need to learn from failures, remove the blame culture and create a workforce that can challenge and express opinions when it matters."

Paul McKeown

Protecting the vulnerable – calls for joined up working

By Jason Higgins, North Wales Police Federation representative

This was a very important session for all our members as it is a critical area of business that is growing and one in which we all play a part when carrying out our duties.

It was extremely relevant as the title highlighted '...the new volume of demand...' crimes identified in this area, while serious in themselves, can often lead to far more serious consequences for victims.

Domestic abuse can lead to domestic violence and potentially murder if it is not dealt with at an early stage.

By far the most interesting part was the input of Superintendent Gavin Thomas who succinctly identified the multiple strands of public protection work and how they fit together. His use of the Thames Valley rape example combined with the powerful images of Baby P, Victoria Climbié and the Soham victims drove home his point about

the importance of identifying vulnerable victims and early intervention to protect them.

I discovered that very few forces have reached the point they need to in training and accrediting officers to carry out this important area of work. Forces are also slow in accepting that the continued exposure to officers of work of this nature can have a lasting effect on their mental health and wellbeing and that this needs to be addressed.

Perhaps one of the low points of this session was, as one of the delegates identified, 'elder abuse' was not addressed and this is an ever increasing area of protecting vulnerable people.

In Force, I believe that there has to be room for improvement. I am aware of high caseloads within area public protection units locally. I am also aware that the amount of public protection issues identified by patrol officers is also increasing.

We can tackle our bias, says psychologist

A psychologist told conference this year that bias in any work place, including the police force, is down to the unconscious brain, or large ping pong ball.

Dr Peter Jones, who described himself as a “fat white bloke”, also said bias is mitigated by contact.

He explained that we are all neurologically pre-disposed to prefer people who look like us and even have similar names to our own. But he said his study and testing of 15,000 people in the UK shows that this potentially damaging behaviour can be unlearned.

“This pre-disposition can be unpicked. But the Noah’s Ark idea of two of everything doesn’t necessarily work – two black officers, two white, two gay – because, just like on the ark, the tigers will eat the lions and we will bump along rather than get along,” Peter explained.

“A workplace needs to be both diverse and inclusive. The police force has more gazelles and giraffes than a lot of other places but it needs to be inclusive to allow everyone to take part and get promotion.”

Peter said organisations are usually in three categories: low diversity and low inclusion, high diversity but low inclusion and highly diverse and highly inclusive. He said the highly diverse, low inclusion organisations, such as councils who boast of staff speaking 168 different languages, actually allow very little opportunity for promotion for those who weren’t “the same”.

Highly diverse, highly inclusive workplaces, however, showed better staff performance because everyone is allowed to participate and move within the organisation. “So it’s not just about the people – it’s about having the people and allowing them to fairly participate,” delegates were told.

He explained that people process information both consciously (slowly, rule driven and limited in resources) and unconsciously (automatically, fast and intuitively driven) at the same time.

He further pointed out: “We all make decisions every day about someone’s tie or accent but those decisions are usually made by the unconscious brain, or the large ping pong ball, because the conscious, or small ping pong ball, is too busy processing the basic planning stuff and can’t cope with any



Dr Peter Jones.

more information.

“The unconscious sees patterns and makes assumptions so we categorise people without even realising we’re doing it. The brain learns to fire and wire information together. This isn’t a problem most of the time until it affects the decisions someone is making about a person.

“And when you, as police officers, are tired, stressed, anxious or rushing, the unconscious takes over and those unconscious patterns are what your decisions become based on – for instance, in Stop and Search. Those informal, unimportant layers of commonality form an important bias.”

He asked: “Do we associate women with the home and men with work? And what can we do about it if we do?”

“We can get people tested so they are aware of any bias they may have. We can watch for our triggers. We can get a colleague to deal with something that we know we have an issue with. We can think about decisions and slow them down.

“Having contact with groups in the community mitigates bias, as does actively remembering people’s names within those groups. Talk about it and then walk the walk because you can’t talk about it and do nothing. Be aware of bias and measure it.

“Take your ping pong balls with you. You haven’t got to be vigilant all the time but take them out when you need them.”

Devolution debate starts conference

“Devolution is coming to a town near you.”

That was the message on this year’s conference opening day from Mark Hinge, managing director of The Bay public affairs.

He said: “This conference will be our first look at devolution – the first time we’ll dip our toes in. The Federation is keen to develop this debate because if you think devolution is only an issue for Scotland, Northern Ireland or Wales, you couldn’t be more wrong.”

He went on to explain that devolution will affect policing in England and Wales in two areas which are democratic change and accountability and the impact on operational effectiveness.

Fellow speaker Sir Paul Silk said none of the UK Government’s arguments against devolution were robust.

“The Government argues that policing cannot be devolved unless criminal justice is devolved but, actually, it’s easy to imagine devolved policing without devolved criminal justice,” he said.

“There is the argument that the present arrangement allows integration and autonomy which is obviously highly desirable. But devolution should enhance integration between public services and should not damage cross-border communications. It would also increase autonomy.

“The Government also argued devolution will be costly and complex but it should be more cost effective and less complex.”

South Wales’ Police and Crime Commissioner Alun Michael believes devolved policing in England should be the responsibility of PCCs, not mayors, to ensure it is delivered effectively.

He also said if policing is localised in England, the arguments against Welsh devolution would be weakened.

“It would be quite an irony if devolution in England was the catalyst for devolution in Wales,” he said.

“Devolution has the potential to improve local policing if conducted effectively. But any successful devolution must focus on enhancing the police service’s responsiveness to the needs of communities and must not stop at ‘administrative tidiness’ or cost-saving,” he said.

Another member of the panel, Richard Wyn Jones, professor of Welsh politics at Cardiff University, issued a warning: “So far England hasn’t learned from Wales’ mistakes.

“In fact, England is about to repeat some mistakes but won’t enjoy being able to recover quite as we have in Wales. So this is quite a serious warning. Comparing England to Wales makes me worry that the UK Government is about to get this wrong.”

Driving home the success of Operation Dragoon

By Jason Higgins, North Wales Police Federation representative

Northumbria Sergeant Phil Patterson has a dream. It is that Operation Dragoon, aimed at improving road safety and tackling linked criminality, is rolled out nationally.

PC Steve Clare of Northumbria Police told conference on Tuesday that the safer roads initiative is no longer an operation but "business as usual" for his force. He also said it has shown a definite link between dangerous drivers and criminals.

"Operation Dragoon was set up in 2013 following two separate fatal collisions in Northumbria which were not as isolated or accidental as they initially appeared to be," he explained.

"We thought we would be dealing with young drivers in modified cars but actually, as we developed the concept, it became clear there is a massive link between serial dangerous drivers and career criminals - real nasty people - drug dealers, sex offenders and the like."

He explained that Operation Dragoon is

a three-pronged approach to road safety that supports the national policing strategy to ensure roads are safe, secure and efficient.

"The three elements are education, engagement and enforcement. There are similarities between what we're doing and what goes on all around the country but the difference for us is the enforcement - the investigative ability it gives us," delegates were told in the last session of the Tuesday of conference.

PC Clare added: "Operation Dragoon means we are disrupting criminals. It is a massive tool. Since it has been running there have been 196 arrests, 295 summonses, over 32 years in prison sentences awarded, 115 disqualifications and 163 vehicles uplifted.

"This is a system that works and is effective; not just from a safeguarding point of view but because we all need protecting from these idiots."

I think a similar operation could bring results in force, although I do not know the size of the dangerous driver problem in

PC Steve Clare.



North Wales. I also doubt whether there are the available resources to put a dedicated team of eight staff together. Perhaps different units could be tasked to perform the different checks needed, once a target had been identified. I intend to make mention of Operation Dragoon on my return to Force.



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Can you help others?

By Kim Owen,
Chair, Sergeants'
Branch Board

Over the past four years since becoming a Federation representative, I have assisted and supported several officers within the Force who have dyslexia.



This has resulted in numerous meetings and conversations, regarding improving how the Force deals with reasonable adjustments for officers with dyslexia.

Over the past three years North Wales Police has been working towards implementing and improving the procedures of reasonable adjustments and, although this is still ongoing, one recent success has seen the Force buy the Read & Write software, which can be installed on any Force computer.

This literacy software makes the web, documents and files more accessible. It's great for people with dyslexia and other learning difficulties or anyone whose first language isn't English. From reading on-screen text aloud to researching and checking written work, Read & Write makes lots of everyday tasks easier.

It's a big confidence booster for anyone who needs a little extra help with their reading and writing in the workplace. If you would like to download the Read & Write literacy software onto your workstation, you can find a link from our website at <http://www.nwpofed.org/welfare/>

The Force has also been given the opportunity for the company which provides the software to come in and give a one-off, in-depth training session to a group of 10 people who can then train others with the capabilities of the software and how to get the most out of it.

I am trying to get two volunteers from each area - Eastern, Central and Western - who would be willing to become Dyslexia Champions and attend the initial training day provided by the company and then help other colleagues with the software within their area.

If you are interested in becoming a champion please email me at Kimberley.Owen@nthwales.pnn.police.uk by the end of June 2016 so we can discuss this further and put your name forward for the training day.

Neighbourhood policing... the vital link

By Mark Jones, Central sergeants' representative

What does 'neighbourhood policing' mean to you? Scene preservation? High visibility patrols? Dealing with dog mess? Neighbourhood disputes? Collecting CCTV or conducting house-to-house enquiries? Policing village fetes? Well, yes... it is all of the above but so much more.

North Wales Police has recently conducted a major review of neighbourhood policing across the force, as it is clear that every district has had their own interpretation of what their teams do, or should be doing. I must admit that prior to me joining the neighbourhood policing team in Prestatyn I really didn't have much of an idea what those officers did apart from the obvious. My eyes have been opened massively and it's now I see just how vital our neighbourhood teams are and how much recognition they truly deserve.

Across England and Wales there has been much talk about neighbourhood policing and that, in the face of savage cuts to the policing budget and more drive for 'efficiency', neighbourhood teams are becoming an "endangered species". In addition Her Majesty's Inspectorate of Constabulary (HMIC) spoke about the risk of neighbourhood policing being "eroded" in their report Policing in Austerity: Meeting the Challenge. The report, published in July last year, found officers were being put on other duties, meaning less were available on the streets.

So now following the neighbourhood policing review in North Wales we have 'Safer Neighbourhood Teams' and the goal is for "problem-solving and demand-reduction". These aims are very relevant to the neighbourhood teams but the whole police service should pay attention. Safer Neighbourhood Teams are now working tirelessly with those that cause the most demand to North Wales Police. The list includes offenders, victims, businesses, locations and agencies. By analysing what the demand from these sources cause means we can tailor our response. An example of such was an individual who was a massive drain on resources due to a combination of alcohol abuse, mental health issues and social problems. Virtually every day they would call the NWP control room threatening self-harm, officers would be dispatched and inevitably end up sitting for hours at Glan Clwyd Hospital only for the individual to be released and the cycle

to recommence. Supported by an 'Offender Manager' the neighbourhood team were intensively involved in this individual's life, getting the vital support needed, getting them involved in community groups, facilitating the most simple of tasks that they struggled with and just being there. The result? Calls from the individual dropped immediately, they were socialising more and had a purpose in life. Less calls meant less response officers being deployed; no more CID16's needed and no more endless hours spent in A&E. This could only have happened with neighbourhood team involvement. This sort of intervention is also working with businesses. Well-known High Street retailers were hotspots for crime and theft and yet were taking little to no interest in tackling the problem; the default solution for them was reporting it to the police. By going in to these businesses and having to escalate to senior executives, these retailers are now taking action to prevent and deter rather than just allow the crime to happen then call it in to police.

Safer Neighbourhood Teams are the visible presence, the reassurance, the prevention arm of the police and it infuriates me when they are sometimes viewed as lackeys for other departments to carry out tasks. Why should the default be that Safer Neighbourhood Teams conduct the house-to-house enquiries or collect CCTV for 'very busy' detectives? Why should they be the ones to always do the scene preservation and other time consuming tasks? I know someone has to do it but the establishment has to think wider and broader if they want an effective team reducing demand and problem solving risks.

I am thankful that North Wales Police has taken a positive and proactive approach to neighbourhood policing when across the country there are some corners where neighbourhood-policing teams are being diminished, if not shut down altogether. By having strong and effective neighbourhood policing teams, valued by the organisation and elected officials alike, the results will speak for themselves. Neighbourhood policing is not a new concept, whatever guise it is afforded; in fact Sir Robert Peel explained the ethos of neighbourhood policing perfectly in 1829 and it is this we must always remember: "The test of police efficiency is the absence of crime and disorder, not the visible evidence of police action in dealing with them".



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PFEW - Where next or what next?

By Inspector Jason Higgins, North Wales Police Federation representative

The following article is intended as a satirical look at the recent history (during my service) of the Police Federation of England and Wales (PFEW). All references to the Federation are to the national body not the North Wales Branch Board. All references to the Government of the day or home secretaries are just that and not intended to imply any political bias on my part or that of the Police Federation nationally or locally.

A long time ago in a galaxy far, far away I sat at a desk listening to a Federation representative telling me and my fellow trainee constables how important Federation membership was for me. For a small monthly fee I could belong to one of the most influential staff associations in the country.

The subscription would ensure that an army of seasoned warriors would step forward at the slightest challenge from the Government and fight to protect my pay and conditions of service. In the event that I found myself accused of a professional misdemeanour for which I was not to blame or found myself involved in an incident involving the death of a member of the public it would provide me with the very best legal representation to fight my corner. I signed the forms and my first subscription of £6.96 was duly deducted the following month.

It wasn't long before the Federation's help was needed. No, I hadn't got myself a complaint. An ex-tobacco executive had been rolled out by the Government to claw back the generous pay, perks and benefits handed out under the Edmund Davies pay settlement. Miners defeated, inner city riots quelled, the Government wanted its money back.

Mr Sheehy wanted to alter my pay scales, take away my housing allowance, make me pay for my own dental treatment, take away my over-time and introduce five-year fixed term contracts, performance related pay and direct entry to the service for senior ranks. It was a dark time for the members.

The Federation stepped up to the mark, threw its t-shirt on the ground, put its baseball cap on back to front, clenched its fists and squared up to the Home Secretary. There was a bit of a scuffle, an exchange of

four letter words and the Government's programme of reforms began to fall away one by one.

We took some blows, housing allowance was taken away for new recruits, the first half hour of paid over-time was lost and I now have to pay to have my teeth fixed unless they are knocked out at work. Inspecting ranks swapped their over-time for a much smaller bag of silver.

As they say, it could have been worse, much worse. Fixed term contracts, performance related pay and direct entry were kicked into the long grass as the Federation put its t-shirt back on, turned its baseball cap around and walked away holding its head high(ish).

Four years later a new political broom swept into Downing Street. Elected on a mantra of 'Tough on crime, tough on the causes of crime', it wouldn't bother us for a while. We would be instrumental in delivering some of its policies. By now my subs had risen to £10.04 a month.

But nothing lasts forever. In 2006 changes were made to the pension scheme for new recruits. The treasury was starting to realise that it needed to get tough on the costs of fighting crime. Over the next few years the Federation engaged respective home secretaries over ever-diminishing pay increases with mixed results. Pay settlements shrunk as the national debt grew. The Federation stood up and fought.

Again, while the pension changes were restricted to new recruits, SPP and CRTP managed to get past us but, once again, it could have been worse. Unbeknown to the Police Federation or its membership, the politicians themselves were alright. Our taxes were apparently funding second homes, cleaning suits of armour and duck houses and paying the rental for blue movies.

Fast forward to 2010 and subs have risen to over £17 per month, and another new broom sweeps into Downing Street. Just a moment, haven't we seen this lot once before? I remember it well, 1993, cutting edge reforms knocked back by the Federation. Well, bring it on. Hang on, do you think they remember all that? We'll just have to wait and see.

The Home Secretary steps out of her corner with changes to pay scales, cuts to pensions, compulsory fitness tests, ASH payments and direct entry at management, senior management and chief officer level to name but a few. The Federation steps

forward, unbuttons its stylish, loose fitting shirt bought specially to hide the paunch (too many Leatherhead lunches?), the baseball cap is gone, no need - there's no hair left to cover. The Federation clenches its fists and tries to flex its muscles.

In an instant, the Home Secretary starts landing her blows. The Federation can't move as quickly as it used to. As the fight unfolds, it becomes clear that the Federation has its mind on other things, perhaps it's the ongoing spat with one of the Home Secretary's colleagues after an embarrassing 'set to' in front of the bike sheds at Westminster.

The Home Secretary has landed her blows, the Federation stands bruised and battered facing its foe. In an instant, she seizes the day and with lightning speed sweeps the Federation's legs from beneath it, sending its now ample bulk crashing to the deck. She remembers 1993 only too well. Revenge, as they say, is a dish best served cold.

Where do we go from here? The Federation must lose some 'weight' and start working hard to regain the trust of its membership and the public. Representing its 122,000 members is a mammoth task which will require executives and representatives dedicated to that cause. As the changes proposed by the Normington review take shape, the relationship between the Federation and the official side will of necessity become more of a David and Goliath relationship.

The Federation needs an active membership, young in service and ready and willing to fight to preserve pay and conditions of service of its members and to ensure that, whatever the police service looks like in the future, the interests of the Federated ranks, those at the sharp end, are protected; not just the present Federated ranks but those of the future.

We are already hearing horror stories of well-meaning, untrained, unpaid volunteers being considered to assist in investigating serious crime. Policing cannot become a hobby, pastime or charitable cause. Sherlock Holmes and Miss Marple are, and must remain, fictional characters.

Policing requires trained, dedicated and committed professionals to deliver the service; professionals who are prepared to discharge their duties with compassion and common sense, without fear or favour and independent of any external influences or interests. The Federation must support those officers.

The relationship between the police and the Government is such that the only way to influence pay settlements is by being in possession of the evidence to support your claim and having the backing, confidence and full support of your membership and the public. Above all, the Federation will once again need to learn to punch well above its weight.



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