

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



March 2015



#MaeCanlyniadauiDoriadau

Representing • Negotiating • Influencing

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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

Contact the Federation

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

Tel: 01492 805400

Web: www.nwpolfed.org

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Campaign highlights the effects of cuts



By Richard Eccles, Secretary, North Wales Police Federation

After years in policing watching officers chasing the latest crime statistics to deliver reductions or increases based upon the directions from the Home Office or chief officers, there must have been a few sighs and nods when the Home Secretary made this statement in September 2012:

"I think for too long, too many people have seen crime as a strict Home Office definition of recorded crime. When I talk about fighting crime, I do not mean a narrow category of activity. Cutting crime means catching criminals but it also means preventing crime. And preventing crime means intervening early in domestic disputes to prevent escalation, it means supporting the vulnerable person who could become a victim of crime, it means tackling anti-social behaviour, it means providing effective public order policing."

Looking back at that small extract from a speech, I can see how that might have been an attractive proposal for officers who were constantly chasing targets, only to find that by the time they

had hit them, the goal posts had moved again.

In reality, that laid the ground for police officer numbers to be cut without challenge, as long as we reduced recorded crime, everything else went unrecorded and unrecognised.

Every debate on police numbers includes a Home Office or Government official talking about reform, reduced crime and tackling bureaucracy. These are used to reject any debate about reduced police numbers and to justify the decision to cut huge numbers of officers across England and Wales.

While police officers knew they were working harder than ever, there was no recognition in some areas for this and it appeared few recognised policing was about so much more than recorded crime.

That broad spectrum of police responsibility set out by the Home Secretary fits neatly into two lines of a speech delivered to senior police officers, but it captures every facet of life across our communities.

In essence, it means when everyone else puts on the answerphone, switches the sign to closed or decides they will no longer offer a service due to costs or cuts, we will step in and pick up their workload.

That also includes us picking up the risk, costs and resource implications which impact heavily upon officers who are, at times, simply treading water.



A national analysis of the demand on policing (see infographic right) published last month set out that:

“The evidence shows that while the number of crimes may have fallen, the level of demand on police resources has not reduced in the same way.”

That demand remains. In fact, it is growing as police officers step in to deal with everything from disputes about social media comments right through to concerns for safety, mental health issues and transporting casualties to emergency units.

You will have seen the hashtag running across various forces setting out #CutsHaveConsequences and, while it is intended to set out the real impact for officers, it equally sets out that cuts in any area inevitably create an increased demand upon policing.

Last year, every county in North Wales recorded instances where police officers had to step in to deal with casualties when ambulances were not available.

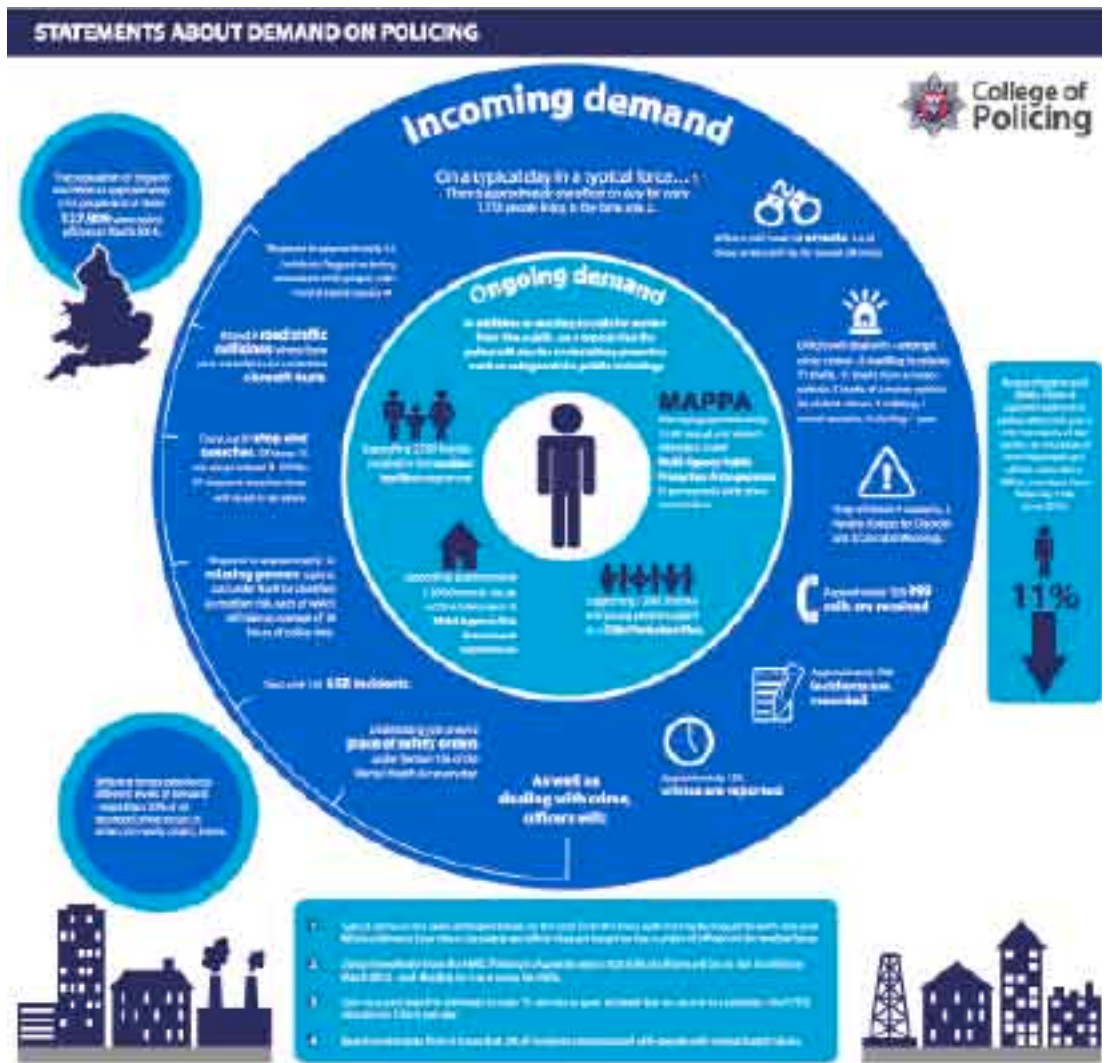
That adds to the demands on officers and reduces their time on visible patrol.

Over the last three years, we have averaged 1,700 calls a year about missing people.

Over the last three years, we have averaged 10,400 calls a year about concerns for the safety of people.

Each case requires careful management and adds a burden onto officers who are already juggling other demands.

Many of these cases should be getting picked up by other agencies but, once the police are aware, the responsibility and



risk seems to stick with the officer and, when things go wrong, there is always a lengthy and high profile investigation of “what the police failed to do”.

So, cuts everywhere truly do have consequences for the public and equally for police officers.

We cannot keep accepting these cuts without spelling out to everybody the true costs which are not just financial but equally amount to extra risk and burden for officers and forces.

As a Police Federation, we are bound to oversee the welfare and efficiency of the Force and that includes the well-being of officers who are caught in the middle of these cuts.

Finally, let's not get too hung up on where the cuts are made and end up

offering alternatives to cutting our own budgets.

The process is simple, whether the cuts hack away front-line or back office budgets, if we carry on doing the same things and, indeed, soaking up other people's work on top then policing will simply grind to a halt.

If we strip out a “support” function, then that work falls to the front-line officer to complete.

To survive on an ever-reducing budget, we need to look at what we can honestly carry on delivering and share that with the public to enable them to either accept what policing will look like or take up their concerns with those allocating the budgets.



“The evidence shows that while the number of crimes may have fallen, the level of demand on police resources has not reduced in the same way.”



Hard-hitting press release launched campaign

A press release was sent to media outlets across the region at the start of the North Wales Police Federation Cuts Have Consequences campaign.

There was widespread coverage of the release, issued on 1 March, which is printed below.

People in North Wales risk rarely seeing a bobby on the beat as drastic budget cuts mean neighbourhood policing will become a thing of the past.

That's the warning from North Wales Police Federation, which believes community policing - particularly in rural areas - is on the precipice of being destroyed as a consequence of £34.4 million cuts to the area's policing budget.

Launching its **#MaeCanlyniadauiDoriadau** campaign on what is usually a day of celebration - St David's Day - the Federation warned that people in Wales will be potentially put at risk.

"I am a police officer, but sometimes I feel more like a firefighter," says North Wales Police Federation Chairman Simon Newport, "My colleagues and I rush to a job, put out the fire, then rush to the next one.

"Do people in North Wales really want their police officers to be faces in cars as they rush round from one job to the next? This is becoming the reality. Fewer police officers means less policing.

"Neighbourhood teams have

Following the closure of Bethesda Police Station a police post was set up in a local café - the purple building with the police lamp outside it is it now.

diminished. Where is the crime prevention? Where is the intelligence gathering? Community engagement? Gone. Public safety is at risk as a result of unprecedented cuts to North Wales Police. Cuts have consequences."

The Federation has spoken out as part of its campaign #CutsHaveConsequences/ #MaeCanlyniadauiDoriadau. The one-month campaign will highlight the consequences of cuts to policing budgets in North Wales and what they will mean to the tax-paying public.

You can see the campaign website - and the Federation's full video - here:

www.MaeCanlyniadauiDoriadau.co.uk

There will also be adverts on buses across the region and regular updates on the Federation's Twitter account **@NWalesPoliceFed**.

The Force has lost 92 officers in the last four years and now has just 1,454 police officers left to keep people safe.

Simon added: "An increasing amount of police officers' time is directed towards public protection work, such as managing high-risk offenders and protecting at-risk victims. You cannot quantify this work in a crime-counting exercise. How do you measure children protected from online crime? How can you count how many vulnerable people have not fallen victim to

harm? It is vital work and communities need police officers to do it."

Some of the other consequences of cuts in North Wales Police include:

- **Six police stations have been closed**
- **Front counters have reduced from 17 to eight and counter opening times have been reduced**
- **Officers have been forced to take 102 people to hospital in past three years when ambulances unable to attend**
- **Sick days at the Force have almost doubled in two years.**

Simon added: "Something has to give. You do not get more or even the same with less. You only get less. For the public of North Wales this means a poorer service with fewer front-line police officers. We can only provide you with the service you are entitled to if we are funded correctly.

"Only the public can change what is happening. Take control of the future. Let politicians of all parties - in person, in writing, by email, on social media - know how you feel on policing."



#MaeCanlyniadauiDoriadau

Blogs pushed home message on cuts



North Wales Police Federation Chairman Simon Newport published a number of blogs to stress the message of the campaign.

Here are the first two blogs.

Your safety is under threat. It sounds dramatic, but it is true.

And as members of the public, you are not alone. The police officers protecting you in North Wales - as well as those across the country - are at risk.

Devastating cuts to policing budgets have jeopardised their safety and welfare as well as yours. It is simply not acceptable.

That is why we have launched the #CutsHaveConsequences campaign. We know that we will be accused of



North Wales Police Federation Chairman Simon Newport

scaremongering, but the harsh reality is that ill-conceived policies are having serious tangible consequences.

Your police service in North Wales – admired and replicated around the world - is on the precipice of being destroyed thanks to unprecedented cuts.

North Wales Police has seen a £17.9 million cut to its policing budget over the last five years and it is expected to be cut further by a total of £15.5m in the coming four years. That's £34.4m less to spend on police officers and the support we need to do our jobs. Be in no doubt that this will have an effect on the safety of your communities.

We understand that in austere financial times the police - along with other essential public services - have to accept their fair share of the burden. But we believe that the cuts have gone too far. Our ability to provide the best possible service to the communities of North Wales has been hampered as a result.

Through this public awareness campaign, we aim to inform you of the reality - no smoke and mirrors, no spin - just plain truth and fact.

Continued on Page 6



Prestatyn Police Station being demolished





North Wales Police have lost a total of 92 Federated police officers since December 2010 and, given the forecast budget cuts, this number will only increase in coming years. Two of the proposed four new recruit intakes this year have been cancelled thanks to budget cuts.

We are constantly reminded that crime figures are falling yet the College of Policing published a report in January 2015 that showed policing and the demand for our services have changed considerably.

An increasing amount of police officers' time is directed towards public protection work, such as managing high-risk offenders and protecting at-risk victims. You cannot quantify this work in a crime-counting exercise. How do you measure children protected from online crime? How can you count how many vulnerable people have not fallen victim to harm? It is vital work and communities need police officers do to it.

Many incidents now involve mental



One of the campaign's bus adverts.

health issues which place extra demands on officers trying to find the access the right help and advice out of hours. The demand on the Welsh Ambulance Service is well-publicised and police officers are increasingly finding themselves tasked with taking members of the public to hospital due to a lack of ambulances. This is a time-consuming task, often at peak demand times and it takes officers off the front-line where they are needed the most.

Domestic violence and dealing with cases such as child abuse need a significant investment of police time which is not reflected in crime figures.

Much of our work involves tackling serious and organised criminals and the growing problems of cyber-crime all of which are challenging and time consuming.

Despite the issues they face, North Wales Police officers and staff continue to act with commitment, patience and compassion. But they are deeply concerned about the impact that any further reductions may have.

My role as the North Wales Police Federation Chairman is not full-time, my day job is a 24/7 response officer on a rota in Colwyn Bay.

I have spent the majority of my 20-year police career as a response officer and have over this time seen many changes. The changes in the last four years have been the most dramatic in terms of cuts to resources and demand that I can remember.

When I am not putting out fires, I feel like a social worker in uniform.

A typical set of shifts for me and my colleagues now largely consists of first aid policing as demand does not allow time for much else. I have noticed that incidents such as mental health, conveying people to local accident and emergency units and social services welfare incidents have increased dramatically.

Predominately these incidents are not quick to deal with and generally see me and my colleagues taken off the front-line



Papering over cracks.



Police officers are having to fill in for an over-stretched ambulance service.

for hours on end.

These types of incidents cannot be measured but they impact massively on the availability of response officers available for real policing emergencies. I'm aware that these incidents are increasing due to continuing budget cuts in other public services which cannot cope with the demand.

The reality is that the police are seen as the fall back to other public sector services as we are there 24/7.

Every one of these incidents means police officers are taken off the streets and at peak times this means the ability to protect public safety reaches critical levels.

My Chief Constable, Mark Polin, is on record saying that North Wales Police will be tested to the limit in the coming years as it tries to maintain performance due to continued budget cuts.

As an officer at the sharp end of day-to-day policing, I echo that statement.

Neighbourhood policing teams have diminished force-wide and this has left huge voids in community engagement. This type of policing is vital and a fundamental source of intelligence-led policing. A lack of engagement leads to a fall in public confidence.

Due to the increased demands response officers face, that void is not being filled.

Simple arrests now take much longer to deal with due to the closure of police stations and custody suites whereby officers have to travel longer distances. This, again, takes officers off the beat for longer as often there is a queue to be booked in due to a lack of trained custody sergeants.

Budget cuts have also meant the removal of the file management units that once assisted officers complete court files. Often now, hours and hours of our time are spent compiling complex court files for court, again taking officers off the streets.

And what of the officers carrying out this work? They are shattered.

My colleagues and I are beleaguered by the constant demand for our services away from our core role. Officers are exhausted and many are experiencing burn-out and the inability to provide an acceptable service to the public. Officers are going sick and the figures show that sick days in North Wales

Police have doubled in the past two years as officers come under increasing strain. This leaves even fewer officers to fill the voids and this is just not sustainable. They want to do a great job. You deserve a great police service. But we don't know how much longer we can go on like this.

Overall, my colleagues and I feel that we are on the verge of failing to deliver the service that quite rightly the public of North Wales expect and demand. We all joined the police to serve and protect our communities but we can see first-hand that these continued budget cuts are undermining our ability to do the job we

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joined for.

#CutsHaveConsequences and the purpose of this campaign is to heighten public awareness and to get policing higher up in the political agenda because if we don't, the only winners will be organised criminals, career burglars, terrorists and child abusers.



New pension – your questions answered

The Police Federation of England and Wales has issued a Frequently Asked Questions document to try to address members' concerns about the new pension scheme which comes into effect on 1 April 2015.

Once again, North Wales Police Federation is urging all its members to seek individual professional advice before making any decisions or taking any action on their pension.

The new scheme was laid before Parliament on 5 March.

The FAQs are available on the North Wales Police Federation website.



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Federation representatives – planning the future

By **Dave Thomas**
Chair, Constables'
Branch Board

The independent review of the Police Federation of England and Wales is moving on, some believe that changes aren't taking place fast enough,



but this might be the one and only chance there is to get it right.

The company managing the changes, Accenture, believes the timescales are very tight to work to but what can be done is being done.

The end result will see a change to the national team. The old Joint Central Committee will become a slimmed down National Board with the numbers

sitting on it reduced substantially and representing the membership in a more or less proportional way.

Clearly, the constables have more members than the sergeants and they have more than the inspectors. What is hoped for is a truly rankless organisation. This is the way your board in North Wales has tried to operate over the years; our numbers are lower than other forces so we have had to work together for the good of our members.

The national Central Committees (there were three) will go and a new National Council will be established and it is from this National Council that the new National Board will be elected.

The work undertaken by your elected representatives varies from representing officers who face misconduct hearings or criminal allegations to helping with concerns such as flexible and part-time working, childcare and welfare needs and grievances or bullying.

When an officer becomes a representative, it can be a daunting time. Not much of the training they have already completed can prepare them for the role, however, the others on the Joint Branch Board are there to support the new members and help them build up their knowledge and skills.

The team at the office in Colwyn Bay will arrange training courses and encouragement will be given to expand your skills to areas such as health and safety, equality matters and misconduct issues.

The role is challenging, demanding at times, but also rewarding. Your Federation needs officers who are willing to put themselves forward now to plan for the future of the organisation so that the future generations of officers can continue to get the advice, support and protection that is sometimes required.

There will be fresh elections to the local board in the coming months, so please give it some serious thought. **Have you got what it needs?** If you have, or if you want to know more, then feel free to contact one of the reps and have a chat about it.



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Money, money, money

By **Sam Roberts**
Chair, Sergeants'
Branch Board



Those who know me know I love music so I hope you appreciate the title of my article this time.

Everywhere you turn our lives constantly revolve around money. The police service, along with all other public services, has taken a bashing already with enormous cuts to funding. Again, Parliament has voted to make more cuts to a service which is already, as they say, 'the thin blue line'.

I remember some years ago when Project 2011+ was in its infancy. I sat on a number of meetings regarding staffing levels with many like-minded individuals who wanted to ensure that we had the right people in the right places at the right times.

The Force invested very heavily in looking at our demand profiles to ascertain when we needed the most staff and the five-week shift pattern that we now work was born. It has been tweaked along the way but it is, on the whole, still intact. You can imagine the, what I will call, 'debates' that went on and I quite clearly remember the one thing that I kept trying to impress on that room when setting the Optimum, Desirable and Critical Staffing Levels was that it wasn't just about demand. They had to factor in officer safety. It's not how quiet a place is at 5am in the morning, it's about the 'what if's' that sometimes happen.

You may wonder why I am bringing this up now. But you all know that Optimum and Critical have gone and we purely work now with Desirable Staffing Levels (DSL). They are set in every area and sergeants and our duties teams work together to try to ensure they are met. However, I have heard a number of times recently that the Force is discussing dropping these levels at 'quiet times' so we have more officers on at the busy periods and we all know when



they are, we don't need a computer program to tell us that.

My message is incredibly simple - those levels have been set to keep police officers safe as well as delivering a service to the public. My view is that if we drop them again then the Force will be putting us at risk which is unacceptable. Do I think those levels are enough at the moment? No, I don't. And, as an officer with some years under my belt, I remember the good old days when we put double the amount out on nights to what we currently do in some towns. However, I am a realist and we have to do the best with what we have. I think we manage now; we keep the lid on and we work as a team.

Officer safety is paramount, particularly with a significant increase in the terror level, and I hope those making the decisions remember that.

I feel it would be remiss of me to not mention the loss of our helicopter, NW01 as it will always be fondly remembered in my house. Whatever your view of the chopper, having been very closely linked to it for many years, I know how important a resource it has been. They have saved lives, caught criminals and provided support to

ground officers. Its original title all those years ago was the Air Support Unit and that was its one and only aim, to support those of us on the ground chasing burglars, pursuing stolen cars, searching for missing people, helping high level crime investigations, surveillance, taking photographs of scenes, transporting specialist staff such as firearms teams, forensic teams and the list goes on.

The unit watched our backs when we couldn't and I, for one, think it is a vital tool that we will miss when it is gone. Look at the maps that have been shown on all social media sites, the majority of our Force is not within the 20-minute range. The helicopter will be lost in September this year; you will miss it when it's gone and I will see that day as a very sad one.

Money has taken away police officers, police staff and those diminishing resources are putting enormous pressure on the people who are left. I know, I see it every day working out on the front-line. Staff are struggling to deliver a service that they all WANT to deliver. I want to ask Mr Polin and his team to always ensure that officer safety is paramount in every decision they make.

“The unit watched our backs when we couldn't and I, for one, think it is a vital tool that we will miss when it is gone.”

We are all here for YOU!

By Mark Jones, new Central Sergeants' representative



I was very honoured to be asked to write a piece for Your Voice despite only being on the Federation for a matter of months, either I make interesting reading or I am a good filler!

I have been asked (pestered!) for years to consider running for a Federation representative position by Sergeant Jane Thomas from Roads Policing and, though I gave it thought. I never followed up on the appeal. Last year I had to use the services of the Federation for the first time to help me with an unfair decision by managers which directly affected my work and personal life.

The support I received from the Federation, specifically Richard Eccles, was immense and without it I'm sure the outcome would have been much different and certainly not in my favour. This experience urged me on and inspired me to give something back. I'm now the Denbighshire Sergeants' representative, a post which had been vacant for some years following the retirement of Sergeant Denis Lalor.

Within a very short time, my eyes have been opened enormously on just how much the Federation does for its members AKA... YOU! The Federation's Aims and Objectives revolve around the areas of 'represent and support', 'influence' and 'negotiation'.

Both nationally and at local level, the Federation works tirelessly to ensure that its members' interests are represented in

Both nationally and at local level, the Federation works tirelessly to ensure that its members' interests are represented in matters of discipline, diversity, health and safety, welfare, pensions, claims and members services.

matters of discipline, diversity, health and safety, welfare, pensions, claims and members services. They work to influence decision-makers on matters affecting members and also to maintain and improve the conditions of service and pay of members. In addition, the Federation in North Wales has managed to secure great member benefits that should seriously be considered. For example, the Group Insurance Scheme with its vast list of advantages including comprehensive RAC motor breakdown cover, travel, life and critical illness insurance cover plus many more other benefits. The full catalogue of benefits offered to members can be found on the North Wales Federation website (www.nwpolfed.org) and I recommend you take the time to enquire further.

As for me personally, I've been with North Wales Police for 10 years first serving in Colwyn Bay then doing stints in Abergele and on the crime car before moving over to the Roads Policing Unit in 2008 where I enjoyed nearly six years of covering the roads of North Wales. In 2013 I was promoted and posted to 'sunny Rhyl' to the patrol sergeant role where I have been ever since. Hobbies and interests have taken a back seat currently mainly due to our 16-month-old daughter who keeps us very busy!

Finally, I would encourage you all to get involved and be interested in Federation matters. The Fed reps out there are the 'unsung heroes' who take on the extra responsibilities for the benefit of others. If you're ever unsure about an issue that affects you in work then get in touch with your representative or the main office. We are all here for YOU!

You don't know you've got 'em!



By Paul McKeown, Chair of North Wales Police Federation Inspectors' Branch Board

It doesn't seem long ago that I was writing my last Your Voice article. With the Christmas period and my 'goodwill to all men' approach, I haven't had time to get worked up about any particular subject.

But again something has caught my eye and left me reminiscing about the old days.

When I joined the police my only contact with computers was in our divisional control rooms. The Command and Control (CAD) system was to me space age technology. Walking into the control room was like going on to the set of Star Trek. It was 1988.

Outside of the control room, every written report or record I made was on paper, some of it carbonated. Life seemed simple.

Then in 1995 the world for me changed.

now what til it is gone

I remember walking into the parade room and there sat a computer with a load of my colleagues standing staring at it. "What's this for?" we were all wondering.

Over the coming months and years, we stopped using paper, had email accounts and more and more computers appeared.

It was a bit like the advent of mobile phones; bricks at the start carried by the few and then years later everyone had one.

Technology has taken over me at a speed I can't keep up with. I'm sure a lot of us feel the same.

Some criminals though have lapped it up. We keep hearing how crime has fallen. That's fantastic. However, do we know about all the crime that's actually being committed?

The term 'cyber-crime' is now being bandied about and is used to cover all the crime using computers carried out over the internet. This includes anything from downloading illegal music files to stealing millions of pounds of cash from online bank accounts. There are apparently thousands of crimes that are considered cyber-crimes. bet you could all name a few.

HMIC has said cyber-crime is "fast becoming a dominant method in the perpetration of crime".

Is this why recorded crime figures have gone down?

HMIC has also stated: "The police must be able to operate very soon just as well in cyber-space as they do on the street".

When I read this, I wondered how long I'll get to complete the NCALT package to prepare me to work in cyber-space. Policing the streets is difficult enough, particularly when the cuts have left fewer officers doing it. But

how on earth are we going to police cyber-space?

HMIC is helpfully (as usual) pointing out that we need to get our act together to deal with this massive growth industry of internet crime.

Where will the money to do this come from? How long does it take to train a cyber-space police officer?

High tech crime units will need to be resourced properly because officers trained to operate on the street are not going to be able to deal with the cyber-space demand.

You will be pleased to know that North Wales Police is raising its game to meet this cyber challenge and work is ongoing to ensure that we are not left behind and that hopefully we will be able to provide a quality service to the public in this area.

But the fact remains that at this stage no-one really knows the true impact on resources this will have. At a time when cuts are all the rage and our funding is steadily decreasing, how will we manage?

One thing is for sure, more officers will be spending more of their life in front of computer screens.

There are interesting times ahead in this regard. Technology won't stop. Can we keep up with it? I'm not sure.

The recent hack attack on Sony was a bit of a shocker and so got me thinking about all sort of things such as who could be next? Could North Wales Police become a victim of cyber-crime hackers like Sony? I wouldn't like to say. Maybe it's time we went back to paper.

- The patrol inspector shift pattern has finally been agreed. This will include uniformed inspectors helping provide a cadre for the night duties.

I know that all patrol inspectors are grateful for their colleagues' help but there is still a lot of disquiet at the cut in numbers and how this will affect performance across the Force. Having two inspectors covering three areas and four custody suites, all some considerable miles apart, is worrying.

As they say, you don't know what you've got until it is gone.

Pete's on the run for charity

PC 1609 Pete Willdigg has been confirmed as a participant in this year's Morrisons Great North Run which takes place on Sunday 13 September.

Pete will be one of the 56,000 lucky runners in this events after he was selected from the ballot of thousands more. He is delighted to have taken the opportunity to run to raise money for his chosen charity, Children with Cancer UK.

"It has been a long overdue ambition of mine to run in this great race and, after losing several family and friends through cancer, it seemed an appropriate mark of respect," he says.

Pete will now be embarking on a rigorous training programme to ensure he is in "reasonable" condition to start the run.

We wish Pete all the success in completing his Great North Run and he has asked us to ask you, the reader, for your charitable support.

You can donate to Pete's cause by logging onto www.justgiving.com/petegn2015 or by contacting Pete direct at Llanrwst Police Station.

Latest lottery results

February winners of the Force lottery were as follows:

1st	B71562	A. J. Anderson	£836.22
2nd	B72856	D. J. Rees	£435.53
3rd	B92235	T. O. Smith	£261.32
4th	B72894	B. O. Roberts	£209.05

Cheques have been sent out to the winners.

Please note, as a result of staff turn-over it has been decided to temporarily suspend the Force lottery while a new team is assembled.

No further lottery deductions will be taken from pay until the new team is in place.

"Many thanks for your support and wishing you every success when the lottery resumes," says Ian Davies, lottery admin.



Body Worn Video cameras – the low-down



The use of Body Worn Video (BWV) cameras in policing is becoming a key focus for investment across many forces and its use is now widespread within policing. The exciting and innovative technology stands to provide better standards of evidence and an accurate record of street encounters, as well as increased protection of front-line officers.

BWV devices are visible cameras that officers wear attached to their chests to capture video and audio evidence when attending all types of incidents which will help with the gathering of evidence and also support policing operations.

First trialled by a UK police force in 2006 and 2007, the technology has been used in parts of Hampshire and Merseyside since 2008.

The College of Policing and Essex Police conducted a trial of BWVs from January to May 2014 and recently published the results. They identified a higher level of criminal charges in domestic incidents when evidence obtained using the equipment with officers noting the benefits of capturing the context, comments, emotions and injuries from victims of domestic assaults. Also a significantly higher percentage of

people were charged with an offence when officers wore cameras with 81 per cent of people charged compared to 72 per cent when officers did not wear the devices.

The College of Policing Chief Executive, Chief Constable Alex Marshall, said: "This is the first study of its kind in the UK and indicates that in cases of domestic abuse, body worn cameras have the potential to improve criminal justice outcomes. Domestic abuse is an appalling crime. The College of Policing is determined to help equip the police with the skills, knowledge and tools to achieve the highest professional standards in this priority area of policing.

"There have been positive indications from the use of body worn cameras so far and studies such as this will help us learn

more about its advantages, risks, and how to overcome practical implementation issues. Though focussed on one specific area of crime, this research is an important step in building an evidence base that can help us understand how body worn video can contribute to good policing."

North Wales Police has recently conducted a small trial with modern BWV devices and, based on positive feedback, successfully applied for funding to buy the equipment through the Home Office Innovation Fund.

Together with financial support from the Office of the Police and Crime Commissioner and by working collaboratively with other forces, North Wales Police has secured funding for 120 modern devices.

This will link into the roll-out of digital interview rooms and the ability for officers to download the footage onto Force systems to view during interviews.

Initial roll-out of BWVs will be to patrol officers, CBMs and PCSOs across the 10 policing districts.

During the course of their normal patrol, the device remains in an inert state and therefore is not recording. To record, the officer must deliberately activate the record mode and where practicable, make a verbal announcement to indicate that the equipment has been activated.

At the end of period of duty, the officer returns the device to their station and again and, following a clearly defined process which involves the officer

Body worn video equipment provides officers with the opportunity to place the very best evidence before decision-makers, prosecutors and the criminal justice system. It will afford officers the ultimate protection against malicious allegations and clearly allow us to show the truth in relation to what officers deal with on a daily basis

'checking in' the device, 'docks' it into a dedicated port. This automatically downloads all captured information on to a networked computer. This information cannot be deleted or altered. The officer will then identify the elements of any captured data that is to be retained to help in an investigation and 'mark' the section appropriately using the built-in software.

Complaints

North Wales Police is one of many forces currently in the process of buying BWV cameras with Hampshire ordering 1,300 devices, Merseyside 300 and City of London 250. The Metropolitan Police have used BWVs for the past couple of years. Of 27,000 clips from BWVs not one piece of footage has been used by their Professional Standards Department to look at for any form of misconduct. They also report that all complaints against officers who were in possession of BWVs had not been upheld.



BWV footage is subject to the principles outlined in the Data Protection Act. This prohibits the random dip sampling of retained footage other than for supervision and/or investigation purposes as outlined above. Open access to any database or server containing BWV footage for reasons other than this will not normally be granted unless exceptional circumstances exist and authority is given by a senior officer.

BWV footage can be used to quickly resolve complaints and avoid lengthy

investigations. There is strong evidence to support the fact that BWV contributes to a net reduction in malicious complaints and subsequent disciplinary action, by providing a clear and impartial record of any interaction.

This means that when a complaint arises the video record can be used to quickly establish exactly what happened and provide a speedy resolution as part of the complaints process. This provides greater transparency and allows officers to show that they followed the correct procedure if their actions are challenged.

Training

All BWV users will be required to complete the NWP online learning package. Extra guidance and a Frequently Asked Questions document have been produced, in addition to the online training. All can be accessed through the intranet. The E-Learning may be completed individually or as a team led by a supervisor.

Once a supervisor is satisfied that a member of staff has completed the E-Learning, details of authorised users will be supplied to the systems administrator who will issue the necessary log on details.

In addition, local (station level) BWV Champions will be nominated to guide and help users should they have any questions about the device or its use. Only officers who have received the appropriate training will be issued with the equipment. Cameras will be signed out by supervisory officers in conjunction with officers using their network login and BWV password.

Chief Superintendent Neill Anderson, Chair of the BWV Implementation Group, said: "Body Worn Video has been shown to be an effective tool in a number of operational scenarios for police officers and staff. I am very pleased that we are able with the support of the Innovation Fund and the Office of the PCC to purchase and deploy this number of devices to our front-line staff.

"I recognise that there is scrutiny from our staff in relation to how this technology operates and how this might affect them and the way they police.

"Training and support is being

developed by the implementation group. In addition, we are developing local focus groups to tell us what their issues are and how we can ensure the training and support is sufficient for us to be able to operate with this kit. We will be trialling the training with focus groups so you can tell us how prepared this makes you feel and to ascertain if we need to do this differently. There will, of course, be individual support locally should you require it.

"Furthermore we will be measuring the impact of the use of body worn video across the Force, this should tell us the difference it makes and, in turn, allow you to make the best possible use of it. We will be seeking your views and real life experiences to help us to produce the best possible system for body worn video.

"Our ethos is no-one will be deployed with this kit until they are prepared. I am sure further queries will develop as this progresses and we will be circulating details of your local focus groups so you can feed in any issues you may have."

North Wales Police Federation is represented on the BWV Implementation Group. Richard Eccles, Secretary, supports the introduction of the equipment.

He explained: "Body Worn Video equipment provides officers with the opportunity to place the very best evidence before decision-makers, prosecutors and the criminal justice system.

"It will afford officers the ultimate protection against malicious allegations and clearly allow us to show the truth in relation to what officers deal with on a daily basis. Supported by sound policy and credible training, I am confident that BWV will be a welcome addition to the operational kit carried by police officers across North Wales."



Solidarity through silence



North Wales Police paused in “solidarity sympathy” during a silence in memory of those officers murdered in the Paris terrorist attack.

At 10.30am on 8 January, marking 24 hours after the shootings at satirical magazine Charlie Hebdo where suspected extremists killed 12 people, officers around the world held the two-minute silence.

Officers paused at police stations around the country following the attack which sent shockwaves through France and internationally. Tributes were paid to those killed and the officers who paid the ultimate price as they tried to protect the magazine staff.

As the terrorist threat remains on high alert here in the UK, police officers need to be extra vigilant when stepping out in uniform and indeed wearing anything which identifies them as officers. This is yet another stark example of why the job stands out from others in terms of personal risk.

Challenge will be a key theme for this year. In the light of the tragic events abroad and threat levels on Britain's streets, it would be good for the Government to heed the warnings from the Police Federation about the need for adequate resourcing, echoed by the campaign *#CutsHaveConsequences*, when making decisions on austerity measures.

Terrorism should

The security threat levels in the UK have been raised to severe after the recent attacks around the world that have sadly seen the death of law enforcement and security colleagues as well as members of the public from a range of faiths.

But what does this mean in practice, and what should staff do differently?

The issue of security of our staff and employees is, of course, taken very seriously by the Force and the Security Review Group (SRG) has met numerous times over the last few months as we try to respond to the threats we face as members of a uniformed law enforcement organisation.

Our response must always have regard for our core role in North Wales – ensuring the public have a police service they can trust and turn to in times of need. Equally though, it needs to ensure that we do all we practically can do to ensure the safety of our staff.

Working to the Deputy Chief Constable, the SRG is made up of representatives from across the Force who are charged with managing the terrorist threat.

Following the latest attacks and subsequent security level advice from the ACPO Terrorism and Allied Matters (ACPO TAM) Group, the DCC issued a set of over-arching objectives. Together the objectives form the strategic approach the Force is taking towards the threat and it is from this that a range of tactical options have been drawn up.

ism threat – what we do differently?

The strategy is;

- 1. To maximise the safety of all police staff and communities under threat.**
- 2. To ensure existing routine policing services are maintained at the current standard across North Wales.**
- 3. To continue the Force's work to achieve all the aims and objectives of the current Police and Crime Plan.**
- 4. To put in place necessary, proportionate and appropriate measures on the available intelligence to mitigate the documented risks presented.**
- 5. To ensure all officers and staff are aware of situation and the necessary support and guidance is available and in place.**

So, if that is the overall aim of how we deal with the current threat, what do you as individuals and teams need to do?

It is firstly important to understand that you need to be alert and not alarmed. We all still have a job to do for our communities but by increasing your vigilance and approach to security matters we can minimise the risk we face.

A key consideration in this is how

much do you put on your own personal social media accounts? Target identification is made much easier if all a person has to do is look up your personal details on the internet. Have a read of the security advice that has been circulated recently about social media. It can be found on the Force intranet pages.

Other basic security advice such as challenging people in and around our buildings who you do not know or aren't displaying identification is very important. Have you held a door open for anyone recently and yet not been 100 per cent sure who they are? Challenge them and ask for identification – no ID, no entry.

Of paramount importance for your safety is your PPE – and that includes all staff issued with it. If you have an Airwaves terminal then book on duty with the Control Room and carry it throughout your shift.

While this may be the norm for most uniformed officers and staff, it isn't for everyone. Regular updates to the Control Room also play an important part of your safety. The same goes for other PPE, such

as batons, body armour and handcuffs. They are issued for good reason and in the current climate all officers are advised to wear or carry them.

Do you consider how you travel to and from work? Do you wear 'part blues' because it's easier and quicker to be ready for work and, of course, going home? How identifiable are you while travelling in this manner? Uniformed staff are advised to not travel on public transport in 'part blues' and those of you who park up and walk to your station should also consider this aspect.

On a wider scale, the organisation has started a security review of its buildings. This is an ongoing piece of work and the recommendations will inform the plan of work for estates.

So, overall, the message is be vigilant, be security conscious and continue to deliver the high standard of policing our communities expect and deserve. Read the advice and guidance on the intranet and remember, be alert, not alarmed.

It is firstly important to understand that you need to be alert and not alarmed. We all still have a job to do for our communities but by increasing your vigilance and approach to security matters we can minimise the risk we face.



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The time has come!

Chris Warner is pictured receiving his certificate of service by Deputy Chief Constable Gareth Pritchard.

By Chris Warner, North Wales Police Federation Policy, Consultation and Communications Manager

The time has come to reap the benefits of my hard labour and pursue a more decadent lifestyle of leisure after all I have devoted 43 years of my working life to North Wales Police.

My police journey began at the tender age of 18 and now, as I reflect on a career that has afforded me so many fantastic opportunities, I realise how fortunate I have been. I have worked in every division and most departments in all of the Federated ranks and had the privilege of working with, managing and representing some exceptional people.

The demands on the service over those four decades have broadened incredibly as

the public expectation has grown. At the same time as facing increasingly complex and numerous demands, the service has had to endure the unrelenting cuts in funding that are already reaching crisis point in some forces.

All attempts to reduce bureaucracy have failed and year on year this has

meant more paperwork, more databases and more scrutiny. These cuts in resources and conditions of service have become the 'order of the day' and we are now facing a situation when there is nothing left to cut.

If the funding cuts continue with the speed and severity proposed, North Wales Police simply will not be able to deliver the same excellent level of service people in our communities have come to expect and deserve. Something must be done and, to that end, our Federation Joint Branch Board has launched its #CutsHaveConsequences campaign, details of which appear in this edition.

I shall miss the buzz of the fascinating and challenging work that the Federation tirelessly performs on behalf of its members. I am proud to have played a small part in helping the Force, the Federation and my colleagues to rise to the constant challenges they face. There really is never a dull moment in the world of policing and I shall miss the banter and close comradeship of our small team of shrewd and resourceful people at the Fed office. There have been lots of challenges along the way and I must mention my family who have been a massive help to me throughout my police career.

Being on the outside of the policing environment in which I have for so long had a role to play will be a strange feeling but, while some things cannot last forever, the memories will always be with me. It was always my intention to look for new horizons and a change of lifestyle while I am still young enough, that's what makes life an adventure, not knowing what lays ahead. In that sense, my whole life has been an adventure so I am looking forward to the next chapter.

How lucky I am to have had something that makes saying goodbye so hard.

“ If the funding cuts continue with the speed and severity proposed, North Wales Police simply will not be able to deliver the same excellent level of service that people in our communities have come to expect and deserve. Something must be done and to that end our Federation Joint Branch Board has launched its ‘Cuts have consequences’ campaign. ”

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Welcome to the Force Control Room pods



By Chief Inspector Paul Jones, Senior Force Incident Manager.

Did you know that there are 32 pods on the London Eye and each one can accommodate 25 people? That's 800 people! To me, the word 'pod' conjures up images of 'posh' camping holidays where you can stay in a wooden structure rather than a tent. Film buffs might even be reminded of the 1956 cult classic 'Invasion Of The Body Snatchers'.

So what has all this got to do with the Control Room? Well, on 19 January 2015 we created three pods within the control room. A pod is basically a collection of workstations and there is a pod for each policing area – Eastern, Western and Central.

Upon entering the control room, the pods can be clearly identified occupying their own specific portion of the floor. Communications operators are located within each pod along with a communications operator supervisor.

These are new roles which have been formed by merging the call-taking and dispatch roles. This provides far greater flexibility within the Control Room when managing demand and allows staff to have more variety within their roles.

An IST member also sits within each pod and will become a single point of contact for that area with regard to proportionate investigations and crime recording decision-making.

A replacement telephone system planned for late 2015 will direct the calls to the right pod. Each pod has two radio

channels and will eventually handle the majority of calls for its respective geographical area.

Wherever possible, people have been allocated to the pod for the area that they know best. This means that callers and officers will be speaking with Control Room staff who have knowledge of their geographical area.

Control Room rotas are aligned to LPS rotas, so officers will be working with the same Control Room staff every shift. As



the relationships build, they will get to know one another and will have a shared understanding of local issues.

It is fair to say that it has been a challenge to get to this position. Notwithstanding the training and mentoring, there has also been a lot of work around duties and HR, not to mention IT and logistics.

The model is based around 90 people and, as a result, we have been able to release some police officers back to front-line duties. A detailed period of

consultation has taken place with the help of the Police Federation and training is being provided to help with the transition.

People take time to adapt to any change and the OSS Command Team recognises and appreciates the effort everyone has put in to make it happen in such a positive way.

When we moved the workstations and IT equipment, all of the communications operators had to be relocated in Force Headquarters for two days. They took this in their stride to ensure there was no loss of service to either the public or our colleagues. It was one of those times where a lot of work takes place, but we did not want anybody to notice. Now the pods are in place though, people should notice the difference.

Sergeant Andy Griffiths, pod supervisor, sums up the improvements: "The pods are great. We have been able to form a really good relationship with the response teams already. I have been out to visit my four respective rota sergeants and have invited them in here to see how we work.

"I speak with them at the start of every shift now. It works really well. We can discuss the pending and held jobs and are able to dispatch assign them to officers after direct liaison with their supervisors.

"This process ensures the public receive a more efficient service and supervisors are able to supervise their officer workloads more effectively."

☞ The pods are great. We have been able to form a really good relationship with the response teams already. I have been out to visit my four respective rota sergeants and have invited them in here to see how we work.



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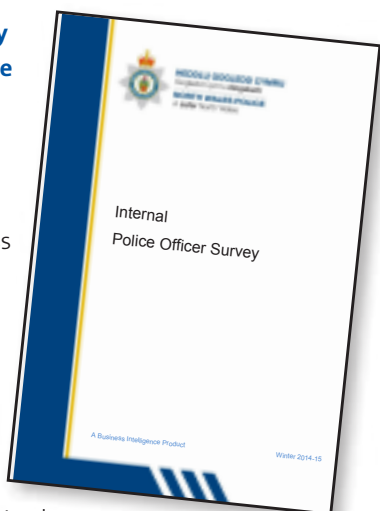
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Cultural Survey 2014/15 – prize winner

This year's Force Cultural Survey has just been completed and we look forward to the full survey results being published soon.

Conducting such surveys creates an expectation for change and critical to its success is that the staff views captured are actually seen to make a difference.

As an added incentive to complete this year's Cultural Survey North Wales Police Federation through Police Mutual sponsored a prize of an Apple iPad Air and this fantastic prize was won by DC Jamie Roberts, Crime Services.



Presenting the prize to the winner, Colin Halpin of Police Mutual said: "I am pleased that we have been able to support North Wales Police Federation and the Force in their efforts to promote a positive culture within the workplace."

The survey's main findings will appear in the next edition of *Your Voice* as a substantive update.

Chief welcomes results



Chief Constable Mark Polin has thanked those who took part in the survey – almost 400 staff and more than 642 officers.

"Given that we are operating in an environment where cutbacks and significant change are the reality it was encouraging to see that in the main the results were positive," he said.

"A survey of this kind will, however, always reveal some genuine concerns and this one was no exception. There are things that we will need to respond to and I have asked service leads, in the first instance, to look specifically at their areas to make sure this happens."

Officers overall:

- Almost nine in 10 agreed that updating victims of crime in accordance with their wishes is an essential part of their job
- There was 100 per cent agreement in most departments that it is important to individual officers to be seen to be fair in their dealings with the public
- Almost all the respondents agreed that it is important to listen to what victims of crime want before deciding on a course of action; very few disagreed
- There was an even split between those agreeing, disagreeing and being unsure whether the Force wants to hear what they have to say
- Four in 10 agree that the force values the work they do and the same number consider they have the flexibility in their jobs to try out new ways or working.
- More than half the respondents agreed that the expectations on them in terms of their workload are reasonable and enable them to do their job effectively
- Almost nine in 10 of the respondents agreed that their supervisor is fair and treats them with respect.

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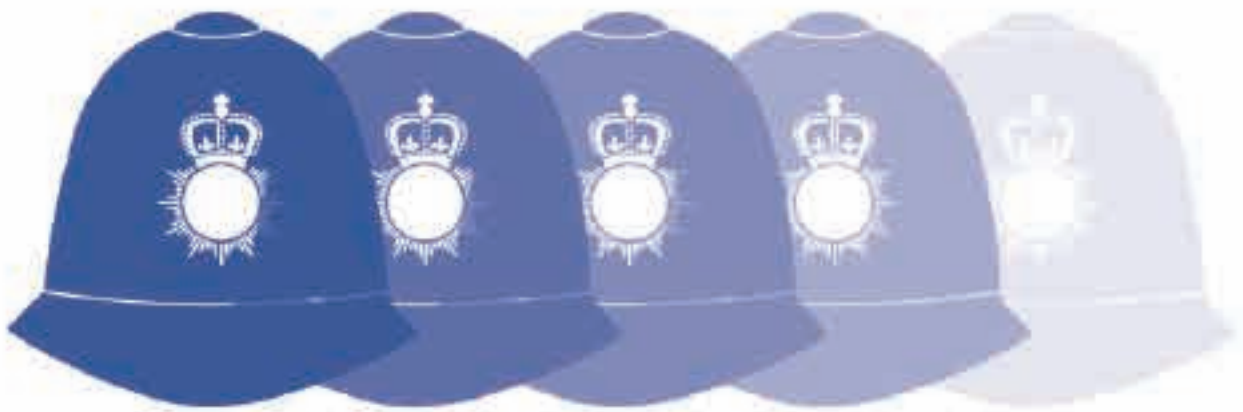
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