

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



May 2013

CONFERENCE SPECIAL

Home Secretary's keynote speech Pages 4 and 5

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Representing • Negotiating • Influencing

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Cover photo: North Wales delegate Mickey Roberts makes the most of his last conference by asking a question during a debate on the independent review.

**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

Many thanks to Sgt 93 Iwan Owen for supplying many of the images that appear in 'Your Voice'

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'We are the voice of the police service'

By Richard Eccles, Secretary of North Wales Police Federation

As I prepared to embark on another conference with colleagues from the North Wales Branch Board and those from further afield I must admit that the mood surrounding the event was a strangely worrying one.

The media and social networks were alive with speculation regarding the unity of the Police Federation and its ability to deliver on key issues for officers policing the communities across England and Wales.

Add to that picture the media attention upon the potential treatment of conference guests at the hands of delegates, more so as we were expecting to hear from Theresa May and Tom Winsor, following unprecedented attacks upon Federated officers' pay and conditions.

The final element of the bubbling "Conference Pot" was that, due to recent events, the key role in pulling everything together had been placed in the lap of Steve Williams as the incoming Chair of PFEW.

The conference got off to a bit of a slow start with many of the initial sessions feeling a bit top heavy with the administrative work that needs resolving before the main sessions.

The conference was, however, built clearly upon a theme of unity from the Federation, the message to the Home Office and Government was quite clear "We are the voice of the police service".

The range of Federation speakers delivered clear and strong messages to the long list of guests and my main disappointment was the failure of the Home Secretary to deliver anything worthwhile or fresh in her session. I can only assume that perhaps she had switched off a little before arriving and had not planned as thoroughly for our conference as previously.

That was not a trap the North Wales JBB was willing to fall into as your representatives had set out clear plans to deliver you updates direct from the floor of conference with a combination of live web links, social media and daily updates at the conclusion of each day.

Hopefully, you have enjoyed the increased availability of conference information in real time and I promise that things will improve further as the JBB moves forward representing your interests.

I hope that you enjoy reading the conference special newsletter as much as those involved enjoyed pulling the pieces together and, as ever, please let me know your thoughts good and, Heaven forbid, bad.

Cut rate Fed subs for new recruits

New recruits to the police service could soon only have to pay 25 per cent of the usual subscription fee for the first year of their Police Federation membership.

This would then increase to a 50 per cent rate for the second year with the full subs only being payable in the third year of service.

The move comes after delegates backed an emergency motion to the annual general meeting of the Police Federation held at the end of the conference. The motion was put forward by Sussex Police Federation.

An earlier motion, proposed by Leicestershire Police Federation, called for all members' subs to be reduced to £19.89 but this was rejected after the national Treasurer argued that cuts in police numbers was hitting revenue for the Federation.

There was a general feeling that the time was not right to reduce subs though there will be no increase for the third year running.

Conference week starts with women's meeting



North Wales' women representatives (left to right) Jane Thomas, Kim Owen and Sam Roberts.

Female officers take equal risks to men so should receive equal pay, according to North Wales' Sam Roberts, chair of the Women's Eve of Conference meeting.

Sam got conference week underway with the women's meeting which had the theme 'Equal Risk, Equal Pay'; a point poignantly highlighted by a short film featuring the women officers killed in the line of duty since 1944 up until 2012.

Sam explained that the PNB Equal Pay Audit in 2011 had highlighted pay inequality issues and that they "don't paint a pretty picture".

She added that Hillsborough, the Leveson inquiry, G20 and the introduction of PCCs had created terrific pressure on the service and it needed to be considered how these were impacting on fairness in the workplace.

Among the speakers at the meeting was Jennifer Brown, director of the Manheim Centre for Criminology at the London School of Economics. Prof Brown is working on Lord Stevens' Labour Party-commissioned independent review of policing and gave an update on its progress, concentrating on organisational

justice.

The first guest speaker was Federation equality adviser Jayne Monkhouse, who gave more details of the pay audit.

Jayne revealed that the pay gap between male and female full-time workers in the UK was 15.5 per cent while in the police service there was a 10 per cent pay gap for constables, 7.5 per cent for sergeants, 3.6 per cent for inspectors and 3.4 per cent for chief inspectors.

Among the reasons for these gaps were occupational segregation, the impact of family commitments and discrimination in rewards.

Jayne said the full effects of the Winsor reports could see this worsen further since two of the new allowances – on-call and unsocial hours – would be less accessible for women officers.

Later during the meeting's question and answer session, Jayne said that managers' inability to see flexible working as a benefit rather than a burden meant that the police service could end up looking like it did in the 1970s, undoing the progress made in becoming more representative of the public it served. She

Our reps say...

"This was an interesting and informative session, addressing key issues relating to equal pay, disability discrimination and fairness in the workplace.

"We learnt that the equality pay gap is worsening each year and is likely to get worse as the Winsor recommendations take effect. We've learnt that the organisation has to have clear rationale when dealing with individual cases involving disability discrimination and management of absence.

"And thirdly, it was revealed that organisations who are fair and just have less complaints from public and less complaints of bullying from staff

"Jayne Monkhouse, the Federation's equality lead, stood out for her input on the equal pay audit. It was obvious she knew her subject and had an understanding of the police.

"The women's meeting should be included as part of main conference whereby everyone should attend as all points raised are relevant to all Federation reps not just female reps. All points raised and discussed are relevant to what we deal with on a weekly basis. And the examples of the tribunals and the tribunals' views, as discussed by Emma Hawksworth from Slater & Gordon Lawyers, will give us pointers for future cases."

Kim Owen and Jane Thomas, SBB

warned it was going to be 'an absolute disaster'.

The meeting also included an update from Emma Hawksworth of Slater & Gordon Lawyers (formerly RJW) who gave details of two rulings on sickness absence and work location.

Life should mean life for police killers



Theresa May addresses conference.

Home Secretary Theresa May has announced proposals which would see criminals convicted of killing police officers automatically sentenced to life imprisonment without parole.

Mrs May avoided a second year of booing at the annual Police Federation conference in Bournemouth and said, subject to consultation with the Sentencing Council, the law would be changed to ensure that life should mean life for anyone who kills a police officer.

"Being a police officer is a tough, dangerous job. Those of us who work behind desks should never forget that you face the possibility of an encounter with lethal danger every day. You know it the moment you leave the station to do your job," she told conference.

"The murder of a police officer is a particularly appalling crime. To attack and kill a police officer is to attack the fundamental basis of our society. We ask police officers to keep us safe by confronting and stopping violent criminals for us. We ask you to take the risks so that we don't have to. And sometimes you are targeted by criminals because of what you represent.

"We are clear: life should mean life for anyone convicted of murdering a police officer."

She pointed out that since the beginning of police budget cuts recorded crime has fallen by more than 10 per cent and is now at the lowest it has been for 30 years - a statistic she said was verified by Crime Survey for England and Wales.

And she was quick to point out that she trusted officers to use their 'professional discretion' and had started to allow the police to prosecute some cases in court rather than handing them over to the Crown Prosecution Service.

She said she wanted to increase the scope of police-led prosecutions to include shoplifting of goods worth £200 or less - which means up to another 50,000 prosecutions being led by the police.

She announced that she was currently looking at ways to reduce the amount of time police officers spend dealing with mental health patients as research commissioned by Matthew Ellis, the Staffordshire Police and Crime Commissioner, put the estimate at somewhere between 15 to 25 per cent of police time.

Mrs May also paid tribute to officers who have lost their lives in the past 12 months and made special mention of former Federation chairman Paul McKeever, saying: "Everyone here knows that Paul and I did not agree on

Fed leader questions Home Secretary

Richard Eccles, Secretary of North Wales Police Federation, was among delegates to make the most of the opportunity to question the Home Secretary.

He asked if she would be giving her views on the future operating model of the Police Federation as part of the independent review of policing.

Mrs May said it was not for her to have a view on the future of the Federation.

everything - and he sometimes enjoyed a good joke at my expense - but I always respected his skills as a negotiator and valued his decency, honesty and sincerity as a police officer and as a man and I was honoured to take part in his memorial service."

Finishing her address to a packed hall, she concluded: "While I've been Home Secretary, I haven't often been able to come here with good news. I haven't often been able to tell you what you have wanted to hear. But that isn't what I'm here to do. I know that change is hard, reform can be painful, and given the state of the public finances the policing budget will be very difficult for many years to come. But we are coming through.

"Yes, we've had to cut spending. But thanks to our tough decisions, strong leadership from chief constables, and you - the best police officers in the world - crime is still falling. Let's be proud of that achievement, let's work together, and let's make British police even better still."

Our rep says...

"The Home Secretary's speech was in my opinion light in detail and content and the announcement of her plans for life sentences for murder of officers appeared to be an attempt at winning over the audience, which failed.

"In the subsequent question session, she failed to deliver any new or detailed responses. There was no apparent compromise on compulsory severance."

Richard Eccles

Bid to reduce police time spent helping people with mental health needs

Home Secretary Theresa May told conference that she was working on new proposals to reduce the amount of time police officers spent helping deal with people with mental health problems.

She explained she, police and justice minister Damian Green, health secretary Jeremy Hunt and the Department of Health were putting together a plan of action.

She told conference: "Police officers have many skills, but they are not in a position to be psychiatrists diagnosing and treating mental illness – nor are you meant to be social workers or ambulance drivers.

"You are thrust into that role because when members of the public have concerns for an individual's safety, they do not know who to call for help – except the police.

"But police officers are not doctors, and it is quite wrong that in more than a third of cases where mentally ill people are detained for their own safety, the place of safety is not a hospital but a police cell."

Plans include:

- **An urgent assessment of the availability of current health-based places of safety with results due in the next two months, and the findings acted upon quickly**
- **A rigorous inspection of places of safety by the Care Quality Commission over the next year**
- **Action to fill known gaps with the NHS exploring interim options to ensure that police stations do not remain the default destination**
- **Steps to ensure police officers do not have to step in to act as ambulance drivers for mentally ill people**
- **The extension of partnership working between police officers and health professionals on the ground. In Leicestershire, Cleveland and North Yorkshire, police are running street triage services, where mental health nursing staff accompany officers to incidents which look likely to result in a detention under Section 136 of the Mental Health Act.**

Delegates question Home Secretary

Home Secretary Theresa May was asked to recognise the "good work of the Police Federation" and to publicly show her support for the organisation, following her address to conference.

During the 'Questions and Answers' session, she said she does recognise what the Federation does for its members at local level in addition to what it is doing at national level in terms of policy setting for the future of policing, adding: "We don't always agree but it is important that we sit down together and talk and that we understand each other."

A delegate also challenged Mrs May on the Government's statement that policing "is about cutting crime; no more, no less."

The officer gave her personal experience of the work involved in an inquiry into a missing man.

The Home Secretary said she recognised that police officers are involved in a number of different roles and areas but that the public are clear that they want to see the police cutting crime.

Another delegate asked the Home Secretary: "What is the number of warranted officers you believe is necessary to protect the public and where does that number come from?"

Mrs May's response was: "I don't have a number for that and it wouldn't be right to have one. I just set the budgets."

The Home Secretary was then asked: "At what point do you think the Ministry of Justice stopped laughing when you took work off them, gave it back to the police and then took money off us?"

Her reply was that the Ministry of Justice is "doing its bit" and that improved

processes should save time for the police.

"The 'we are all in it together' rings hollow now," said another delegate.

Gwent Police Federation Chairman Jeff Mapps wanted answers on the Commission on Devolution in Wales from the Home Secretary.

"What have you done to fight the corner for Welsh police officers?" he asked, following her keynote speech address to the Wednesday morning meeting.

Mrs May said she would be talking to the Welsh Government and that "we haven't forgotten".

Jeff replied: "It does sound as if you have forgotten. Do you think devolving the police service to the Welsh Government is now right?"

To which Mrs May replied: "No. In relation to the Silk Commission, a number of issues are being looked at."

Jeff said afterwards that his question was about the work she had done to plug the gaps in NHS England to prevent officers using police vehicles as ambulances versus the fact she had completely forgotten about the fact health provision in Wales was devolved to the Welsh Assembly. "She clearly hadn't done anything," said Jeff, adding the supplementary question was about policing falling between the cracks of administrations and was it therefore time to devolve policing.

"Her answer conflicts with her party line and it was clearly not something that she considered important. When I asked Tom Winsor a similar question the day after he seemed equally unaware of the Welsh dimension."

Our rep says...

"The Home Secretary was given polite applause as she walked from her seat to start her address and when she announced the whole life sentencing for police killers again earned another round of applause. These were the first in two years. No good news as usual, but this has become the norm anyway and I suspect many in the hall expected little else.

"When she finished, there was another respectful round of applause from the majority, perhaps we have now moved on! Respectful and dignified, we have the moral high ground again. Overall, I believe it was a less than polished performance by the Home Secretary. Assume it was a case of poor

briefing and lack of knowledge on some subjects? She lacked the usual sharp responses to some questions, stumbling and mumbling her answers.

"The Q & A session actually went better than I thought it would. Disappointing that compulsory severance is still on the table and, having seen how we as officers suffered in the acceptance of the bulk of Winsor 1 & 2, I fear that it will be brought in later this year. Glad that when the session ended it remained dignified and that delegates and observers maintained the professional image projected throughout."

Dave Thomas, CBB



'Trust what we say'

The Home Secretary has been told to trust what officers tell her, or risk damaging her relationship with the police.

She was also told the constant stream of cuts had left officers feeling 'totally dejected'.

Police Federation Chairman Steve Williams delivered the news to Theresa May at this year's annual conference.

He said: "I need to tell you how it is because I would be failing in my duties and responsibility to my members if I didn't. What they are saying in loud and strong terms is that they feel let down by a Government that supposedly puts law and order at its heart."

He continued: "We are the voice of the police service. Our members can tell you about what is going wrong on the ground and suggest ways of putting that right. Prove to them that you value what they do by taking what they say seriously and listening to them."

And he told her: "What you want to change might not be those things that we want to change but let's at least discuss the issues rather than things being imposed upon us. Let's find the areas that we can agree on and identify the areas where we can't.

"Let's have a meaningful, timely dialogue and let's accept that we will not always agree. We want to be in at the start and help shape the police service and how it develops and delivers on its crucial role to society, not at the end when the debate has finished."

Speaking on the future of the Police



Police Federation Chairman Steve Williams.

Federation, the Chairman said he believed the organisation needed to work together to build something everyone can be proud of.

He stressed that members were committed to protecting the public but that Fed reps would fight for officers' pay and conditions.

"Policing is the best job in the world and we need to recognise that the vast majority of our members feel this way. Of course, we will fight for the right to their pay and their conditions. But we will not be responsible for giving anyone the impression that our members are self-interested," he said.

"They are committed to protecting the public and this must not be lost in the way we present ourselves as their

representatives. I want to see us not as an organisation that's stuck in the past but as an organisation that is looking constructively to the future.

"I want us to maintain advocacy for British policing. To speak up for our members but also to speak up for our public who rightly deserve a police service that's the best in the world."

He explained: "Home Secretary, last year you said that you've always believed it is important to tell it like it is, not how you'd like it to be and I couldn't agree with you more.

"So in that spirit, and in my role as representative, I want to tell you how it is, currently, for our members.

"We are often told that you have had to make some tough decisions. Well, Home Secretary, on a daily basis our members are having to make tough decisions that protect the public, restrict people's liberties and undertake our work under the public spotlight.

"Yet they do this whilst budgets are shrinking and their terms and conditions are constantly scrutinised.

"We understand the financial realities. The police service has taken its share of the pain, some would argue more than its fair share. But what has not helped is that at times it has felt more like a punishment rather than an exercise in frugality.

"The result is that officers feel totally dejected. An unintended consequence maybe."

He asked for compulsory severance to be taken off the negotiating table or, the onset delayed, until there was a proven case for its necessity.

He concluded by saying it was the job of the Federation to continue to support its members throughout the difficult times while the day-to-day policing goes on.

"It is up to us as the Police Federation to do all that we can to support our members who are finding it tough, to keep them informed, to speak up on their behalf and to ensure that they have what they need to deliver the best possible service to the public. Surely that is a goal we can all agree on and one we all want to achieve irrespective of our political differences," he said.

Our reps say...

"Steve had a lot riding on in his first address to conference as Chair. In fairness to him, he delivered and received a standing ovation from the majority of the hall."

Dave Thomas, CBB

"An interesting session with Steve Williams kicking off with his opening welcome address to the Home Secretary. It was interesting to hear Steve linking his speech and aspirations back to his career and experiences within North Wales Police.

"He gave a strong message about the need for the Federation to be clear on how it intends to best represent its members. There was also a strong theme on working jointly with all parties from the Home Office to individual officers and Federation representatives. It was clear, however, that approach would need to be based upon a system of two-way trust."

Richard Eccles

Tom Winsor lays out his vision for policing



HMIC Tom Winsor faces his toughest critics.

The man who many see as the catalyst to the most radical changes policing has seen has spoken of his vision for the future of the service.

Tom Winsor, who put together the review of police pay and conditions, made his first appearance at the Police Federation conference wearing his new hat of Her Majesty's Chief Inspector of Constabulary.

He spoke about his vision for the future of the service, but spent the earlier moments of his speech recalling the constants which have always been with the service.

He outlined the bravery, professionalism and dedication of officers and the demands, difficulties and dangers of the work they do.

"Yours is a complex and demanding job. You frequently deal with the public at their worst, and need to make vital decisions at pace, often against a background of long shifts and weekend work; and, like the rest of the public sector, you are having to do more with less," he said.

He outlined several of the areas HMIC proposes to look at over the coming

months, including how the police can make better use of technology.

He also went into detail about how other parts of the public sector are increasing the burden on the police, citing mental health patients as an example.

Mr Winsor said: "Officers told me repeatedly in my trips around the country that helping people with mental health needs consumes a vast and increasing amount of some officers' time with examples of two constables being taken from their other duties for upwards of eight hours at a time in order to escort a person with mental health problems to hospital.

"I am clear that health professionals must fulfil their obligations in this regard, particularly as undiagnosed or untreated mental illness can, as we know, lead to the commission of serious violent crime.

"The other HMIs and I will work on your behalf with the Home Office and other Government departments on this

issue to ensure that each service fully and properly discharges its responsibilities, rather than abdicating duty in favour of the one public service which will never say no."

He went on to say that other areas to be looked at would be prevention work and the work senior teams are doing to meet the budget requirements and the impact this has on officer time, working conditions and the service received by the public.

He finished by outlining how he sees the future of policing, saying: "That future requires the Inspectorate to work with you – always to listen to you, the front-line officers doing the job day in and day out – to help ensure that systems, processes and equipment are in place, and sensible decisions are made, so that the service is in the best possible shape to face whatever challenges (old or new) it encounters, while staying efficient and effective.

"I read somewhere that police officers make their own luck. Through our inspections and recommendations, I and my fellow HMIs will try to load the dice in your favour, by ensuring you have more time to focus on doing what you joined the service to do."

Our reps say...

"I found this to be an interesting session; just a shame there wasn't longer time allocated to questions as there was several issues officers would have liked answering.

"I was a bit confused initially as I had to get my head around the fact Mr Winsor was actually complimenting the job officers do. He acknowledged that police officers have a demanding work dealing with people at their worst. Does this mean that we are no longer uneducated and lazy as alleged in his reports? Nice to see and hear him giving us an unconditional promise there won't be a Winsor 3 and this will be good to take back to officers in Force... If we can believe what he says, of course!

"It was relevant for me as mentioned above I am also in a position to understand that Mr Winsor has now turned sides and in support of police after all the financial cuts imposed on us. But now the future is

front-line officers' views will be taken into account by HMIC reviews. Chief officers have to lead by example. Police will be better equipped... And I now realise, after 15 years' service, my role and main focus is to "Prevent crime"...

"A good enjoyable session on the whole." Kim Owen, SBB

"I found that the short speech that Mr Winsor gave was informative and precise. Despite being angry with him because of Winsor 1 and 2 I found myself finding a new sense of respect for him as he is a very knowledgeable person and showed a new personality.

"The session could have been longer and Mr Winsor alluded in the session he could have remained longer. I felt that conference gave him a professional reception to him and, as a result, we did not show ourselves up. The Q and A was too short, however, he answered all questions extremely well.

Simon Newport, CBB



Review Chair gives assurance on its independence

Sir David Normington, the man leading the root and branch study of the Police Federation, has given an assurance that it is a completely independent review.

And he is urging Federation members to get involved and give their views on the way the organisation works either through face-to-face meetings with researchers or through a dedicated online response system.

The Wednesday morning conference session was introduced by Steve Williams, Chairman of the Police Federation, who announced the review in December and explained that it was vital if the organisation was to maintain its credibility and effectiveness in what was a rapidly changing world.

He said the review represented a golden opportunity for the Federation and that he believed they should 'grasp it with both hands and take it forward'.

The fundamental role of the Federation was, he assured delegates, not up for discussion but the review needed to ascertain what was working and what was not.

Sir David, a former home office permanent secretary and current First Civil Service Commissioner and Commissioner for Public Appointments (chair), was keen to stress his independence, saying there was no hidden agenda and he was no

Our rep says...

"This was an interesting session. There were obviously big issues with some forces. The background and reasons for calling the review were clearly explained by Steve Williams and Sir David. I learnt in more depth about the points of reference and the timeframe for the report.

"Sir David stood out as his integrity was called in to question but both he and Steve gave good replies. I think the session was spot on. It covered all that was important and I can now explain to my colleagues how the review will be run and what it will cover."

Barry Andrews, CBB

Government stooge.

The review would be independent and transparent and, he explained, would be nothing if not informed by deep experience and expertise.

"In the end, our report is to you, the Police Federation," he explained, adding that it would help ensure the Federation was an even more powerful voice for its members and allow it to carry out its mission of serving membership interests and those of the public.

The consultation period starts at the end of May with a final report being sent to the Federation's Joint Central Committee in December.

Sir David referred to the review's terms of reference which were to ensure the Federation:

- **Acts as a credible voice for rank and file police officers**
- **Genuinely serves the public good as well as its members' interests**
- **Is able to influence public policy on crime and policing in a constructive manner**
- **Is an example of organisational democracy and effective decision-making at its best allowing genuine ownership of the organisation by police officers and effective communication between members and the Federation at all levels, and**
- **Is recognised as a world class leader in employee voice.**

The review will have particular regard for:

- **Value for money in respect of police officers' subscriptions**
- **The unique position and responsibilities of the Office of Constable**
- **The importance of enhancing public confidence in policing**
- **The impact of its recommendations upon equality and diversity, and the**
- **Transparency of decision-making and the subsequent action taken.**

Sir David said the review panel would consult the Police Federation at all levels, stakeholders such as the Home Office – although the Home Secretary had indicated she would not be involved – Government officials, ACPO, equalities groups, staff associations and PCCs.

During the AGM, delegates supported a Lancashire Police Federation motion which will mean all recommendations from the independent review will have to be debated at next year's conference.

Sir David sighted on Wales

Sir David Normington appeared to be one-up on the Home Secretary when he acknowledged that the review would need to take into account the Welsh Assembly as well as central Government in England.

Jeff Mapps, Chairman of Gwent Police Federation, asked Sir David, on behalf of all four Welsh Joint Branch Boards, whether their unique position had been considered.

Sir David said this had been recognised at the first meeting of the panel and this was welcomed by Jeff.

The day before, Jeff had put a similar question to the Home Secretary in relation to the difficulties caused to police due to the failure of the health service to adequately meet the needs of people with mental health problems, but was not satisfied that Wales had been considered as part of measures for improvements.

Police Minister under pressure



Police and Justice Minister Damian Green addresses conference.

Police and Justice Minister Damian Green found himself under pressure during the conference's first key debate '20/20 Vision Policing the Future Together'.

He was joined on the panel by his Shadow Cabinet counterpart David Hanson MP along with Sir Hugh Orde, President of ACPO, Irene Curtis, President of the Superintendents' Association, and Ian Johnston, Interim Chair of the Official Side of PNB, but was on the receiving end of many of the questions from officers

Journalist and broadcaster John Stapleton, ably facilitating the session, got the ball rolling by saying that while the crime figures were down 10 per cent the Federation argued that this was because fewer people were reporting crime.

Mr Green said the fall in the crime figures was reflected in the National Crime Survey with John saying: "You don't know that what they (the Federation) are saying is not true"

But the Police Minister responded by saying that crime had fallen and was continuing to fall.

The Shadow Minister argued that policing was not just about crime – but it was also about community engagement.

John Stapleton then suggested police officers could not just keep managing their resources by simply prioritising and Sir Hugh said that while prioritising was not new, the cuts were making it difficult with chief constables having to make very hard and difficult decisions particularly since forces were working in the 21st century but with a 20th century model.

The first delegate to ask a question of the panel took the Police Minister to task

for his plans to improve the use of technology to help free up officer time. "You talk a good talk," he said but asked who was going to pay for the new technology.

Mr Green said forces needed to spend effectively in this area, video evidence from officers and mobile access to PNC would both mean that officers could spend more time doing the job than travelling.

Humberside representative Jayne Broughton then turned the minister's attention to a pilot project in Scunthorpe and Grimsby which showed 50 per cent of victims of violent crime who ended up in hospital did not report the incident to the police. Mr Green conceded the NHS needed to work more closely with police to make sure incidents did not go unreported.

But Jayne told him: **"Crime isn't going down, people are not reporting it."**

And she was backed up by Ian Johnston who said that the public did not have confidence in the figures being reported.

"The public just don't believe the statistics," he told conference, adding that many officers were spending more time trying to decide whether something was a crime than getting on and dealing with it.

John Stapleton added that there were reports of many forces just writing off crimes, even crimes like rape, something he said he found quite frightening.

Mr Hanson probably spoke for many of the delegates when he joined the debate by saying: **"You can't take 15,000 officers off the streets and not have an impact."**

The session then moved on to the reduced starting salaries for new recruits, and, picking up a theme that recurred through the conference week, Mr Green addressed concerns about the amount of time officers were spending dealing with people with mental health needs.

Our reps say...

"The session was interesting and engaged the audience with many delegates wishing to ask questions but many not having the opportunity due to time constraints.

"All speakers were good and gave clear fair answers. It is difficult to say how it could be improved as it is a dynamic session. As a session relevant to my role it gave me answers to questions to take back and update members with."

Simon Newport, CBB

"I thought the speech by Steve Williams was articulate and appropriate. Ian Johnson PCC was very sharp and made relevant points about crime figures while Police Minister Damian Green tended to avoid answering the question. David Hanson rightly recognised the wide variety of police work not just crime investigation. An interesting session and overall I was most impressed with Mr Johnson and Mr Hanson." **Dave Jones, SBB**



'We need a vision for policing'

The Government has no vision for policing and is confused over its reforms, according to Shadow Home Secretary Yvette Cooper.

Speaking at the conference, Yvette Cooper MP said: "I don't believe there is a vision for policing right now. And I think one is needed.



Yvette Cooper.

"When policing is under such strain from resource cuts, we need more than ever to have determined, motivated, valued police officers, able to go the extra mile.

"But the Government's reforms are confused. They talk about talents and experience, but they cut starting salaries and make it harder for people with mortgages, experience or families to join the workplace."

She went on to say Home Secretary Theresa May needed to fight for policing in the upcoming spending review, as she had failed to do so in the first.

And talking about the introduction of the Police and Crime Commissioners, which Mrs May said would secure 'a strong democratic mandate from the ballot box', Ms Cooper commented: "She spent £100 million on shambolic elections and only one in eight people turned out to vote."

The independent review into policing,

which was launched by Labour and is being conducted by Lord Stevens, has reached out to more than 30,000 officers and staff and includes surveys of staff, evidence from officers, partners, local communities, businesses, members of the public and academia.

So far more than half of officers and 40 per cent of police staff say they are considering leaving policing and over 90 per cent of those who responded said

they did not feel they were valued by the Government.

Ms Cooper said: "That matters. It's not just a problem for the Police Federation, chief constables or the Home Secretary. It's a problem for all of us.

"We need a police force that is properly rooted in and representative of the communities it serves. And we need officers who feel valued, well managed and well motivated, with the discretion to get on and do a good job. We need Government to recognise the value of the job they do."

She paid tribute to those officers who have lost their lives during the past 12

months and made special mention of former Federation chairman Paul McKeever, saying: "A good man who always had a serious and thoughtful contribution to make to any policing debate. Someone who loved life – which makes it so tragic he has lost his. Many of us know we miss a friend as well as a colleague. I would like to pay tribute and say thank you to a great champion of British policing, Paul McKeever."

Concluding her speech, she said the Government needed to show respect for the Office of Constable.

"I never supported the right to strike for police officers and I don't now. But I do think the Government needs to show respect for the Office of Constable in return," she said.

"We should be blunt about this. We don't want private companies patrolling the public streets of Britain, we want police officers and PCSOs doing the job. The Government's job is also to make it easier not harder for the police to do their job. Too often the reverse is happening.

"I don't believe this Government has a vision for policing. We want to build a vision for policing with you. Together."

Our rep says...

"A balanced speech from Yvette Cooper recognising a need for police reform but with concerns over further cuts, also the fundamental change to the Office of Constable that the Government is considering by bringing in compulsory severance." **Dave Jones, SBB**

Federation will use ballot results in negotiations

There may be no mandate to seek industrial rights – but that is not going to stop the Federation using the strength of feeling from those who did vote to hammer home their message to the Government.

Ian Rennie, General Secretary of the Police Federation of England and Wales, said the ballot result showed 'just how strongly very many of our members feel about the way they have been treated by this Government'.

The total number of officers who voted in the ballot was 56,332. This was 42 per cent of those eligible to vote.

Of those who did vote, 45,651 officers or 81 per cent voted in favour of seeking the right to take industrial action. This equates to one third of PFEW membership. The General Secretary said: "While those of our members may be

disappointed by the outcome of the ballot, we must not lose sight of the fact that over half – 58 per cent – of our members did not vote."

He said the Federation has to remain 'relevant' to all members and find a way to represent those who feel strongly on the issue as well as those who remained silent.

He continued: "For many years people have demanded that we put the question of industrial rights to the membership. Well, now we have – and the majority have remained silent.

"Many of those who have voted "yes" in the ballot feel strongly and hold a legitimate point of view. We must find ways of reflecting that view in our work going forward.

"And, of course, should the Government change the unique employment status of

police officers we may again need to consider all options."

Our rep says...

"Ian Rennie described the process of the ballot, the education process adopted by the JCC and its neutral position. He described the problem of a postal vote and how email came to be used and some of the difficulties with that. If compulsory severance is brought in this issue may be revisited. The majority of delegates seemed to support the JCC stance. This was a lively debate with strong opinions on both sides of the argument." **Dave Jones, SBB**

Chief alone in supporting further privatisation

Avon and Somerset Chief Constable Nick Gargan found himself as the lone voice supporting privatisation during Wednesday's first conference session.



But he made **Nick Gargan**. it clear that it was a case of saving money where he could so that he could retain front-line officers.

He began his short speech to the 'Privatisation – is the police service for sale?' debate by explaining four key things – there was a lot of rubbish talked about privatisation, the police service did some things very well, it also did some things very badly and that there needed to be some balance in discussions on this issue.

However, he went onto to liken some in the police service to Pavlov's dogs saying that they had a conditioned response that told them privatisation was bad and profit was evil.

He highlighted a number of forces where the involvement of private companies was working well but admitted that G4S did 'cock-up' the

Olympics.

There needed to be a principled approach, he said, forces could not outsource accountability and core policing functions should be sacrosanct but he concluded 'responsible partnerships with the private sector can only be good'.

During a question and answer session involving the panel, Mr Gargan said that private sector suppliers could be used for cars, for computers, catering services and cleaning.

It was, he explained, important to understand that the next spending review could bring more cuts and therefore greater pressure to make cuts

in every sensible way possible.

The session had started, however, with a speech from Paul Nowak, Assistant General Secretary at the TUC, who delivered a clear message: no to privatisation, no to outsourcing and no to the criminal justice system being run for profit.

Privatisation was bad for those who used public services, he said, adding it was 'just plain bad for customers' with this being no more obvious anywhere than in the criminal justice system.

Rachel Robinson, policy officer at Liberty, also expressed her fears that privatisation would have an effect on the unique constitutional role of police officers, policing by consent and accountability.

For the public to have confidence in the police service, they needed to know officers were impartial and committed to public service not shareholders.

Our reps say...

"Clearly Chief Constables and ACPO want this to be available so they can balance their budgets and this could be a concern with the next round of spending reviews. Paul Nowak gave a good argument for the retention of civil staff while Rachel Robinson raised issues concerning integrity and accountability.

*"In my role within NPT/Response I work with many civilian staff including custody detention officers/front counter clerks. These can be relied upon to provide an unlimited range of tasks. If privatised a simple request could be greeted with a 'NO' or more probably a fee. **Mick Laidlaw, CBB***

*"In all, a very informative and interesting session for me. There is a clear desire to further privatise policing despite all the warnings from previous failures. The stand out speaker for me was Paul Nowak who spoke powerfully against further privatisation and in support of PFEW." **Paul Williams, SBB***

Inspirational speaker provides a little light relief

"You are all monkeys, lions, elephants or dolphins," motivational speaker Nigel Risner told this year's conference.

In his highly entertaining 'Internal and External Communication is Key Each and Every Time' address, designed to give delegates ideas on how to communicate better and look for positive results from negative experiences, he said all employees in any organisation fall in to one of the four animal categories but that communication to them all is imperative to success.

But he said communication also has to be truthful.

"I love this year's theme of *20/20 Vision and Policing Together* but you all need to be

clear on where you are going and listen instead of focusing on what was or how it should have been, rather than focusing on what the real issues are," he explained.

"You need to understand that the energy you have is a major force in the way you communicate."

He explained that monkeys are dynamic, demonstrative and persuasive, lions are competitive, determined and purposeful, elephants are cautious, precise and questioning and dolphins are caring, patient and relaxed.

But he said: "To go on from conference and make the best of the Federation, your colleagues and teams, it's all about

partnerships. When you get your partnerships right, you will get where you want to go.

"The best support system you can have is knowing that someone's got your back because when you know people have got your back you feel safe and when you feel safe you can do your job. But the problem is the way we communicate with other people.

"So when you're working with your members, who you are is not your problem in communicating. Your problem is identifying their style because most of the time when we communicate it's in our language, not theirs."



Twitter: @NWalesPoliceFed

'Sentences need to deter, punish and help rehabilitate'

There is 'no satisfaction at all' when officers achieve a conviction, Federation Vice Chairman Steve White told conference during the 'Where's the justice? Time to re-write sentences' session.

He outlined why there needed to be discussions around the sentencing of offenders, saying: "No satisfaction because we know the offender will be back at our cell doors only too soon. No satisfaction because, with a spring in their step as they walk out of the courtroom, we are the ones left explaining to the victim why the offender is not off to prison or given a punishment they, the victim, understand.

"And through my own personal experience, no satisfaction at all, when the wife of an officer killed on duty, discovers the death of their loved one is worth only four years' imprisonment to the person responsible.

"And we all know that four years really means two if the offender plays by the rules. And as recently spoken about by the Justice Minister, up until now, playing by the rules has meant lying on your bed watching daytime satellite telly. Try explaining that to the elderly burglary victim."

He said any sentences should address the three key justice issues for society: deterrence, punishment and rehabilitation,



Eoin McLennan-Murray, president of the Prison Governors' Association (PGA).

and he believed discussions needed to be had around what is the most effective, community sentences or a certainty of custody?

He explained: "We must not forget that whatever sentence is decided, whether in the court, in the guidelines, in the prisons, or in the Home Secretary's speech to the conference; there is one public service that will be dealing with the success or failure of it; you, the British police service.

"So, we must be included in the debate.

Our rep says...

"I felt this was an interesting session, with good speakers who had much knowledge to give. I learned more about the Sentencing Council from Judge William Davis QC, what restrictions judges face and how they determine how serious offences are. It was good to hear that their priority is always the victim.

"I would say that Judge Davis and Mr McLennan-Murray stood out as their experience and knowledge was clear and valuable. The session was quite dry, but it is hardly a cheery subject. Perhaps some less cluttered, but more informative slides in the background would have improved it. The session was certainly relevant to my role as a Major Incident Team detective."

Nick Howe, CBB

Make our views known, and discuss those difficult questions."

The session also included input from Judge William Davis QC from the Sentencing Council who explained how the organisation develops sentencing guidelines, promotes public awareness of those guidelines and monitors the effect of sentences.

Eoin McLennan-Murray, President of the Prison Governors' Association (PGA), said that it was more expensive to jail people than deal with them in other ways and that criminals were more likely to re-offend if they were sent to prison.

He explained that while the PGA believed in imprisonment for crime where it was necessary to protect the public some of the sentences currently applied did not achieve that.

Other panellists included Frances Crook, Chief Executive of the Howard League for Penal Reform, and Vikram Dodd, a journalist from The Guardian.

Delegates were able to put questions to the panel after the speeches with subjects raised including whole life tariffs, out of court disposals, restorative justice, and sex offenders.

In a show of hands poll at the end of the session, delegates showed they favoured longer custodial sentences, that they did not feel victims were being appropriately addressed with the current sentencing and that they had no faith in the current resources in the criminal justice system to keep the public safe.

Our rep says...

"Panel were clear when asked about restorative justice that it is fine when done for the best of reasons and not suitable as a target-driven process ie to detect crimes to meet quotas.

"There was strong support over serious assaults on police – the Judge wants them before the court. And not subject to plea bargaining. Police need to be stronger with the CPS over this.

"This was a session that didn't provoke too much debate as we were pushing against the proverbial open door. All questions were answered with mature responses from all parties involved. We needed a senior CPS manager on the panel to make it livelier and justify charging decisions and plea bargaining outcomes

"One point the audience made was that the current sentencing policies are not victim focused." **Andy Broadhead, IBB**

Federation working with College of Policing



Alex Marshall.

The Federation and its members needed to fully engage with the new College of Policing, according to Julia Lawrence, who is the Federation's representative at the college.

"We do need to be at the heart of this changing landscape to get the best deal for our members," she explained, "I can't stress enough the importance of this college."

The college, she told the conference, would be unique and would be the professional body for everyone involved in policing with the membership offer possibly including member services and a licence to practise.

That said, she admitted that it was fair to say there had been some initial tensions between the Federation and the college.

But the Federation now wanted to see a clear, consultative process, so that the voice of the Federation – and therefore its members – could be heard.

The college was already working on a code of ethics for the service and a code of conduct could be incorporated, Julia explained.

She hopes it would be supportive of professionalism, provide a mechanism to verify and enhance officers' professional status, enable the development of standards against which officers could be measured and also provide officers with accredited, portable qualifications. It would develop policies around evidence-based policing and ensure this was embedded in the PDR system.

Alex Marshall, Chief Executive Officer at the college, praised the 'good, honest relationship' established with the Federation and told delegates there was plenty of opportunity for members to get involved.

Key priorities would be the ethics code, the code of conduct, the establishment of a register of officers found guilty of gross misconduct and guidance on public protection.

He also addressed the funding of the college, tackling head-on concerns that officers could have to pay a subscription. He said he could not rule out the need for subscriptions but this was not his starting point.

Our rep says...

"I thought this session should have been somewhere other than the last session of the day as a lot of people left either before or during. It was very interesting as this is something that is going to affect us all. There is no doubt that once the Government funding runs out we will have to pay to be members.

"I do agree with the concept of professionalising the service and ensuring that when someone leaves the service, whether they resign or retire, that they leave with some qualifications that can transfer into the outside working environment.

"I thought Julia Lawrence explained the issues extremely well and she made the point that it is extremely important the PFEW is at the table to discuss how the college is going to run and be a part of developing a new culture of learning and development. It will be a unique and professional body for all involved in policing and we need to help mould that for the future so we get the officers and staff we want and need. She made a very good point in that it won't be an exclusive club for senior ranks which is what Bramshill has always been, it will be different to the training departments we have had in the past and this was needed.

"CC Alex Marshall, who is the lead for the college, was very to the point and wants the Fed to act as a critical friend and to tell it as it is. I have no doubt that Julia will do that and, with her background in the training field, she is the ideal person to undertake the role on behalf of the Fed.

"This session was relevant to all police officers and Fed reps, I am hoping that the work that I do as a rep will be recognised for the negotiation, arbitration and welfare aspects that I deal with every day. I don't think many people realise just how the college will impact on our everyday lives. I do think it will be bureaucratic just because of the mechanisms it will put in place, for example, a new PDR, but I think if the organisation gives us the time required to make the most of what is on offer then it can only be of benefit to officers."

Sam Roberts, SBB

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Conduct changes are on their way

Changes to conduct procedures and the difficulties they could bring were outlined to delegates during the Thursday morning 'Conduct – What does the future look like?' session led by Steve Evans, the Federation's national lead in this area.

He explained the background to the current regulations, first introduced in 2008 and amended last year, and said they were 'good regs', largely as the Federation had been genuinely consulted as they were formulated. The principle of the regulations was that misconduct proceedings should be fair, proportionate and speedy.

"They show what can be done when you listen to people on the ground," said Steve.

A few issues had arisen as the regulations were implemented: improper use of the severity assessment, risk averse decision-making, failure to use Regulation 12, effectively a lack of proportionality, leading to lengthy investigations, and too many hearings due to not enough meetings.

But he explained the Home Office, driven by a constant attack on officer integrity, has set an agenda for change including:

- **Removing lawyers from the conduct process – although the Federation fears that this will just mean lawyers will get involved later as more cases**

are referred to the Police Appeals Tribunal process

- **Requiring the superintending ranks to sit alone on gross misconduct panels**
- **Going ahead with misconduct procedures even if an officer resigns**
- **Setting up a public register of all officers with conduct findings against them**
- **Allowing hearings to be heard in public.**

Steve expects the changes to be implemented later this year or early in 2014.

During the session, he also explained the implications of the Police (Complaints and Conduct) Regulations 2013 which came into effect in February. Under this legislation, police officers are required to be interviewed as witnesses but the Federation believes they are simply being treated as 'suspects in waiting'.

Steve said that while officers could be ordered to attend, they cannot be forced to speak and the Federation would encourage them to use a prepared statement since the 'safety of officers' is the primary concern. See JBB Circular 7/2013 which is available at www.polfed.org for more information.

The session concluded with a round-up of the proposed new powers for the IPCC and an update on G8 conduct issues which are still being negotiated.

Our reps say...

"This was an excellent session in my view. It is clear that the Federation, as always, acts positively to ensure that we know how to deal with changes in regulations that affect the members and that forces, managers and senior officers including PSD more often than not have no idea what the regulations say or how to use them.

"There was only one speaker and he put across the subject in a clear and exemplified way. The stories the speaker gave and the situations we find within the Force are common. Federation representatives are trained by both local and national trainers and have a greater understanding of the conduct regulations. Overall, this was a very interesting session with real value."

Dave Thomas, CBB

"It was good to hear from Steve Evans that the latest conduct regulations were drafted after a huge amount of consultation with PFEW. We did not win every argument but Steve endorsed the fact that they are a good set of regulations, even though many PSD departments did not follow up the introduction with training for officers.

"The big issue for officers is failure to use Regulation 12 – which allows managers to resolve misconduct issues - across England and Wales but it was interesting to hear of good practice regarding assessment of the issue in forces like Cheshire. It seems sad that many forces are still failing to get the severity assessment right and to re-assess as matters unfold.

A key factor seems to be engagement by the Federation and head of PSD.

"This was a great session for any Federation representative helping colleagues through the process."

Richard Eccles

Police Minister's assurance on mutual aid

Police Minister Damian Green has agreed to look into the issue of pay and conditions for police officers deployed on mutual aid for next month's G8 summit in Northern Ireland.

The assurance came in a response to a question from North Wales Police Federation Secretary Richard Eccles who, during a panel session involving the Police Minister at the Constables' Central Committee (CCC) meeting, asked that the matter be dealt with urgently so that it was resolved before officers were deployed.

For more details on the constables' meeting, see Page 19.



Richard Eccles.



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Stalking – expert calls for more help for victims



Laura Richards.

“Stalking takes and steals lives” conference was told in a ‘Stalking – Victims and Risk’ address by Laura Richards, co-director of Paladin, the UK’s first National Stalking Advocacy Service for victims.

Laura, who set up Paladin with co-director Harry Fletcher to support stalking victims and their families, urged police officers to improve investigations with clear objectives in order to avoid more stalking related murders.

She said a key element to stalking cases is recognising “set patterns of behaviour” and she recommended officers name an alleged perpetrator as an initial suspect in a case, something she said happens in any other investigation.

“Why not name an alleged perpetrator? You can always eliminate them later,” she said.

Laura has herself been a stalking victim and said that she had also worked with several police officers who had contacted her after being stalked themselves.

She talked about a number of cases she has worked on and revealed that research

showed an average of 100 incidents of stalking behaviour prior to a victim’s first complaint to police.

She also talked about different types of stalking, including predatory, and said individuals rejected in a relationship have been identified as the most dangerous stalkers yet, she pointed out, stalking is not a legal term but a description of a set of behaviours”.

She added: “One in 10 men are stalked but one in five women are. And there is no such thing as a stranger in stalking cases, there is always a connection.

“So we want to support victims and continue to campaign for change and it’s important you have the tools to do your job, particularly those call-handlers who need to be very careful about the advice they give to a caller who is desperate for the right advice.

“Saying ‘there is nothing we can do until he’s attacked you’ or ‘if he hasn’t been violent by now he probably won’t be’ is not good advice.”

She then quoted a survey which revealed that most stalking victims’ experience of what happened after contacting the police was “pretty damning for all agencies”.

She said: “We seem to be failing victims. Many felt they were not being taken seriously or not being believed. But look at the Jimmy Saville and Rochdale cases where victims were not believed.

“Victims also said feeling they had been abandoned by the police at the same time as being stalked was very frightening.

“So we need to understand the long-term issues of stalking, the effect it

Our rep says...

“This was an interesting session with Laura Richards giving a good historical and current background to the issues. I learned of the need for methodical investigation with the proper risk assessments and to take the victim seriously and present all the history and issues.

“Laura was very good and well presented but I felt she spoke for far too long. It needed to be short, sweet to the point of what is needed and what has been lacking.

“It was relevant to my role in NPT and response. I attend many calls to nuisance calls or concerning persons being harassed. We need to ask the right questions and explore what is happening. We need to recognise the signs as these could well be cases of stalking.” **Mick Laidlaw, CBB**

has on victims’ day to day life and on their family and friends. And we need to be pro-active. Stalkers don’t just get bored and give up and they will always come across as plausible.”

Laura encouraged officers to undertake training on how to deal with stalking, saying the new Domestic Abuse, Stalking and Honour Based Violence (DASH 2009) Risk Identification, Assessment and Management Model means that for the first time all police services and a large number of partner agencies across the UK will be using a common checklist for identifying and assessing risk. She also cited an 11 question system, and a “Dos and Don’ts” leaflet produced by Paladin.

“You can’t just leave it and hope it will go away. Your objectives are to identify stalking behaviour and to understand the risk to a victim,” she said.

“Encourage the victim to be pro-active because, and it’s a sad indictment, but if they don’t collect evidence, no-one else will. And in half of all cases, there was a threat to kill. So if we don’t get these things right, they can end in a homicide review.”

Paladin (the name of the mortal god who protected the vulnerable) was set up with Police Mutual funding and Police Federation support. It is due to launch officially on 11 July this year. Visit www.paladinservice.co.uk or www.dashriskchecklist.co.uk for more information.

Our rep says...

“This was one of the top presentations of conference with the key speaker being Laura Richards who gave a very passionate speech, to which all officers appeared to be listening intently. This was a very informative input, full of so much detail.

“This presentation should be given to all police officers in the country in person NOT through NCALT. It would make all officers question themselves and think twice about dealing with these types of cases which will ensure all officers take action at the very initial report. This would assist in public confidence and ensure victims

are given support from the beginning. It was a shame the session wasn’t given a bit more time.

“This session was relevant for my role both as a sergeant and a Federation rep. I will be looking at obtaining further details in order that I can advise my officers and also if any officers find themselves being victims of harassment and need support in dealing with it.

“Would like to see further training and inputs in relation to this area. I have also now started following on twitter @paladinservices and @laurarichards99.

“Overall this was a fantastic and impactive session.” **Kim Owen, SBB**



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A job for the strong, brave, decisive and determined

Police officers are needed in order for society to function 'normally' – something which the Government has lost sight of, according to the Chairman of the Federation's Constables' Central Committee.

Will Riches made the comment while speaking at the rank's separate meeting at conference where he also said the job was for the strong, brave, decisive and determined.

"We should all take pride in this fact and be assured that we have the right stuff. This is what is needed to serve our communities, and provide the most essential of public services," he said, "We are necessary for society to function normally."

Quoting figures from 10 years ago, he said that in 2003 there were 265 police officers per 100,000 of the population, compared to a European average of 357.

"Perhaps the minister will explain how it is that the policing requirement in this country is so different that we need 30 per cent fewer police officers than our European neighbours," the chairman explained.

He cited the decision in Scotland to not implement Winsor as demonstrating the different priorities over policing by the governments, going on to say colleagues across the border will receive £250,000 more over their career life-time due to their starting salary not being cut.

He went on to talk about the work of the Police Federation and the importance of its independent review.

"You – the Constables of England and Wales – comprise over 80 per cent of this Police Federation and we must be pivotal in forging our path to a brighter future," he said.

"Every opinion matters and every view counts and will be counted. We embrace difference of opinion – it means we are doing our job properly. In an organisation of our size and scope there will inevitably be different points of view.

"The review could fundamentally change the structure, remit and culture of the Police Federation at every level.

"As a Joint Central Committee, we must lead by example. We must follow our constitution, standing orders, rules and regulations. If the JCC is not fit for purpose, then we must change. We must evolve."

Our rep says...

"The conference started at 9am, well it almost did. It was set to run from then until the lunch break at 1pm. It wasn't long before we were running behind schedule. Much of the first half of the conference was spent on the mundane protocols of a conference, accepting the stewards, and other officials. The decision had been made to use handheld electronic voting devices, so we had to be given an input on how they worked.

"Will Riches, Chair, gave an impassioned keynote speech, much improved on the address he gave at

Constables' comments

Police Minister Damian Green, Baroness Harris of Richmond and Alex Marshall of the College of Policing took part in the Constables' Comments question and answer session at the rank's separate meeting.

However, it was the session's chairman, broadcaster and journalist Ian Collins, who put one of the key questions puzzling the police service since the start of the Government's programme of cuts to Mr Green when he asked why money could not be taken off the international aid budget and put into policing. He said it was 'absolutely bonkers' to increase international aid funding while cutting police budgets.

Both the Police Minister and Baroness Harris said that it was right to give money to help starving children.

But Ian Collins countered by asking what would happen in this country if people were to dial 999 for police assistance and then there was no-one to attend.

the Constables' meeting in Stoke a couple of weeks earlier. The tedium of procedures and policy continued motions for the annual report.

"Finally, we had a rushed Q & A session, with a panel including the Policing Minister - Damian Green - and Baroness Harris. There were many questions asked and many more could have been asked but due to less than slick work and much fussing about earlier the time for active discussion had gone.

"Overall, I was left very disappointed and feel we haven't really come across as professional." Dave Thomas, CBB

Minister promises more technology to help free up officer time

Policing Minister Damian Green told this year's sergeants' meeting that police officers "still spend far too much time at the photocopier and not enough time stopping crime".

During his address as part of the '20/20 Vision – Testing our Rank' session, Mr Green said it is his job to adapt policing to meet the sophisticated technological challenges of the 21st century while still being able to "break up a Friday night fight".

He said he would ensure forces have the tools they need to work as efficiently as possible and he told them: "You have a clear choice. You can either stand on the

sidelines. Or you can use your considerable skills and experience to help shape the police of the future."

Mr Green acknowledged that the internet has changed society, including how criminals operate, so change is necessary in order to enable the police to evolve.

"This means a number of things. It means mobile devices to capture evidence digitally and real-time access to intelligence and information. It means giving victims more methods to report crime and it means implementing digital working across the criminal justice system."

Question time

The sergeants' meeting included speeches by Alex Marshall, CEO at the College of Policing, Sir Hugh Orde, President of ACPO, and Jayne Monkhouse, equality advisor to the PFEW, whose message was that Tom Winsor's proposals for fitness testing restricted duties and PDRs "mean he will still get his desired outcome by a different route".

These addresses were followed by a questions and answers session during which delegates were able to question the panel.

On February 11th 2013...



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Look to the future, inspectors told



Alan Ogg, Chairman of the Inspectors' Central Committee.

Inspectors are being urged to start shaping the future of policing, rather than dwelling on the past.

The Chairman of the Inspectors' Central Committee, Alan Ogg, told delegates at the rank's separate meeting on the Tuesday morning of conference week that lessons needed to be learned from the past year but thoughts should turn to the future

He said: "We need to start thinking about the future of policing, about our

vision, and about where we want policing to be in 20/20.

"We need to stop looking at what might have been, and be ahead of the game in influencing what might yet be. It is often said that the past is a place of reference not residency."

He went on to say that the rank of inspector had seen a greater proportion of cuts than any other.

"We are the officers who deliver the

crucial link between operational policing and the wider strategic policing function," he explained.

"The impact of this has not yet become clear, but as we turn to the future we need to keep this in mind. As inspectors, we need to focus on our vision of the future. To be the strategic link that retains the understanding of the needs of those on the ground.

"To shape the future we need to engage with key stakeholders within the field of policing. We cannot, and should not, be written off as the 'last great unreformed public service'.

"We need to ensure that our voice is heard and that our views are taken seriously. And most importantly, that our views are realistic, considered and benefit not only us but the public we seek to assist and protect."

Commenting on the independent review, he said: "The Police Federation of England and Wales has a once in a generation opportunity to take a look at itself, to answer the critics and see if there are ways we can do this better.

"We have shown the Government that we are not resistant to change and the truly independent review is now underway. You must get involved, you must take part, and you must have your say - warts and all."

Paul McKeever: Gone but not forgotten

Conference was not quite the same without Paul McKeever, the former Federation Chairman who died suddenly in January this year.

He had announced his intention to stand down as Chairman last summer and his successor was taking over the reins but his absence at conference was understandably felt more since he died two weeks before he was due to retire.

He never appeared to be far from people's thoughts. The new Chairman paid tribute to him, as did among others, the Home Secretary and the Shadow Home Secretary.

But it was his own rank, the sergeants, who dedicated the first part of their meeting to Paul.



John Giblin.

"This is a very poignant time for me. I have been coming here for 11 years and always not far away was my very great friend, your great friend, and colleague, Paul McKeever," John Giblin, Chairman of the Sergeants' Central Committee, explained.

"He was much loved, respected and admired. He was kind, courteous and a gentleman, a man with great intellect, phenomenal aptitude, energy and drive and commitment over and above the call of duty. Also, more importantly, he had values, scruples and principles. He was a man who saw good in people, never bad. He is a man we all respected, a man we all lament. He is too good to be forgotten and we will not forget him."

John's touching words were followed by a minute's silence and delegates then watched a montage of images of Paul, spanning his 35-year career in the service. Among the quotes was another one from John: "You gave your all and more."

Police Federation General Secretary Ian Rennie's said: "I am honoured to call him my friend."

Metropolitan Police Commissioner Sir Bernard Hogan-Howe's said "I doubt we will ever see a man like him again" and "He stood firmly for front-line officers" was the quote from John Appleby.

Other accolades were: "Fair, affectionate and compassionate" and "A gentleman personified."

John Stapleton then added his own tribute when he took to the stage, saying: "Paul always treated me with the greatest respect and offered tremendous support, particularly in the early days, of what was the very daunting prospect of talking to you. He was a fine man, a born leader."

At the start of conference a roll call of the fallen officers during the last year was greeted with a spontaneous standing ovation as was Steve Williams' tribute to his predecessor.

Delegates and observers then stood for a minute's silence.



Would you like support to stay in work despite a disability or health condition?

Officers looking to stay in work despite a disability or health condition can now find help at hand due to a partnership between North Wales Police Federation and Remploy.



Remploy is the UK's leading provider of specialist employment services for disabled people and those with barriers to employment.

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Remploy's mission is to help officers and staff carry out their duties to the best of their abilities or return to work.

"Having first heard about the work of Remploy Employment Services at a recent Disability Support Network meeting I was keen to visit their offices in Wrexham to find out more about the potential to assist officers across North Wales," says Richard

Eccles, Secretary of North Wales Police Federation.

"I am delighted that the Force has signed up with ourselves and the Remploy Team and I am confident that the joint working will add another layer of practical advice and support for officers.

"The whole ethos of sustainable and rewarding employment is exactly what officers are looking for, particularly after the changes proposed by the on-going "police reforms".

"Hopefully, anyone with any concerns will have speedy access to Remploy directly or through their local Federation representative."

For further information on how Remploy can support you with a disability, health condition or long-term illness, please contact:

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Paul Williamson

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Custody sergeants suffer anxiety and depression

More than half of custody sergeants are suffering anxiety and depression, according to the results of a national study released at the Police Federation's annual conference.

A study, carried out by the University of Nottingham, found that 56 per cent of custody officers showed signs of anxiety and depression relating to stress factors such as high pressure at peak times, irregular breaks and the failure of senior managers to understand the pressure of custody work.

Presenting the findings of the study, Dr Jonathan Houdmont, said: "It seems to be the case that depression and anxiety is increasing over time."

He added: "Fifty-six per cent of respondents demonstrated what you might call mild cases of psychiatric distress. These individuals were two-and-a-half times more likely to want to leave policing. This is getting worse over time and the impact of that for policing effectiveness could be quite severe."

Kevin Huish, the Police Federation's lead on custody and mental health, went on to discuss the on-going problems caused by custody officers having to deal with people who have

been sectioned under the Mental Health Act.

"Some reports state that 70 per cent or more of all detainees are suffering from some form of mental health problem," he said, "The bottom line is that far too many Section 136 detainees end up in custody."

He explained the Federation had been working with the Association of Chief Police Officers (ACPO) to push the Government for a change in legislation that would remove police

custody as a designated 'place of safety' for those suffering from mental health problems.

However, the Government has been slow in implementing such change, he said, before going on to address a lack of training.

Kevin closed by questioning whether officers should have the power to detain people under the Mental Health Act removed.

Home Secretary Theresa May announced at conference that the Home Office is working with the Department of Health to undertake an urgent assessment of the availability of current places of safety for those with mental health issues who often end up in police cells.

Detail on report can be seen at www.polfed.org/newsroom/1362.aspx

Our rep says...

"This was a great opportunity to listen to the detail in the report compiled by Dr Houdmont. It painted an extremely worrying picture of the pressures faced by custody officers across England and Wales. The report needs to be addressed and actioned very quickly by senior officers as it seems to be madness to allow those in such a high risk area of policing to operate under such pressure."

"It was incredibly frustrating to hear of custody officers still struggling to attain basic rights such as refreshment breaks. Having assisted in a North Wales Employment Tribunal case for a custody sergeant some years ago it is maddening to see that many forces are still failing to plan staffing appropriately. With a little bit of thought and planning many of the stressors impacting upon officers could be removed or reduced."

Richard Eccles

Water rescue puts brave officer in line for national award

A North Wales PC is in line to receive a national Police Bravery Award.

PC Rhys Williams (38), was nominated for the award by North Wales Police Federation after risking his life to save a member of the public from dangerous water.



DCC Gareth Pritchard (left) and PC Rhys Williams.

The incident happened at around 8.40pm on Saturday 17 March 2012 when he was on patrol with a colleague in High Street, Porthmadog.

As the officers approached Porthmadog Marina, they were flagged down by a member of the public who told them a 44-year-old woman had gone into the water and another member of the public had gone in after her to try to rescue her.

Once on the scene the officers could see the man attempting to rescue the woman was struggling to hold her head above the water.

PC Williams and his colleague searched frantically for an object which could help

the couple in the water and, at the base of the 20 foot retaining wall, spotted a small inflatable dingy, the type sold to children in seaside shops.

PC Williams scaled down the narrow 90-degree ladder and managed to board the dinghy. He

took off all his heavy clothing, untethered the dinghy, leant over the bow and, using a breast stroke swimming style, steadily made his way across the water.

By the time PC Williams reached the couple in the water they were physically unable to pull themselves onto the dinghy. He slowly pulled them on board successfully without capsizing.

PC Williams remained on the dinghy until the arrival of the lifeboat crew. The two members of the public were admitted to hospital suffering from water inhalation and hypothermia and PC Williams returned to Dolgellau Police Station to finish his duty.

PC Williams and the member of the public were awarded a Chief Constable's commendation and PC Williams was awarded the 2012 North Wales Police Fletcher Award for Bravery, which is awarded annually to an unarmed officer of the Force who has shown outstanding bravery.

Inspector Mark Cartmell who responded to the incident said: "Viewing this from the shore and not able to assist was quite distressing. Such was the inner strength used by PC Williams he could be heard verbally straining to heave them on board. The actions of PC Williams without doubt saved the life of both the woman and the member of the public who was attempting to assist her. The tremendous use of strength from PC Williams was continuous for approximately six to seven minutes."

The Criccieth RNLI Operations Manager, Mr Peter Williams, said: "Both the policeman and the man who jumped in deserve to be commended for their bravery."





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