



March 2013

# YOUR VOICE

**BALLOT RESULTS** Page 2

**RAISING THE BAR** Page 5

**'FEDERATION MUST GET  
STRONGER AND SMARTER'** Page 7

## CONTENTS

<i>The Secretary says</i>	2 - 3
<i>A message from our PCC</i>	3
<i>Raising the bar for Welsh</i>	5
<i>The Federation must get stronger</i>	7
<i>Chair calls it a day</i>	9
<i>Sergeants' say</i>	10
<i>Inspectors' insight</i>	11
<i>Remembering Paul</i>	12
<i>First-class healthcare</i>	13
<i>Constables' concerns</i>	14
<i>Your colleagues need you</i>	15
<i>Members rescued by GIS</i>	17
<i>Helping people stay in work</i>	19
<i>National news round-up</i>	20 - 21
<i>Caption competition</i>	22
<i>Blogberry</i>	23

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# 'I believe the ballot gave leaders a clear mandate'

**By Richard Eccles, Secretary of North Wales Police Federation's Joint Branch Board**

I would like to open up by thanking every officer who registered and voted in the recent Police Federation ballot regarding industrial rights.

It was pleasing to see that 641 officers from North Wales Police had taken the time to express an opinion regarding access to industrial rights.

As more than 82 per cent of those voting were in favour of progressing towards seeking industrial rights, it was disappointing to see that nationally the numbers of officers voting were insufficient to trigger the limit set by the Joint Central Committee of the Police Federation of England and Wales (PFEW).

The broader picture across Wales was as follows:

**In Gwent**, 521 officers voted.

A total of 432 officers (82.92 per cent) voted "Yes" with 89 officers (17.08 per cent) voting "No".

**In Dyfed Powys**, 550 officers voted.

A total of 429 officers (78 per cent) voted "Yes" with 121 officers (22 per cent) voting "No".

**In South Wales**, 1,096 officers voted.

A total of 1,050 officers (95.80 per cent) voted "Yes" with 46 officers (4.20 per cent) voting "No".

The national picture for England and Wales showed that out of the 133,108 officers eligible to vote, 56,333 took part in the ballot, with 45,651 voting in favour and 10,681 voting against.

I believe that more than 45,000 officers voting in a particular way gives our national leaders a mandate; decisions are often based upon the outcome of votes at our national conference or indeed Joint Central Committee meetings where

there are far fewer votes cast.

I have heard the assurances given by our national Chairman, Steve Williams, but will wait to see if they become a reality for officers who are on the receiving end of attacks from Government.

A failure to act upon these views will be a failure to represent and protect officers.

I am satisfied that locally we ensured that officers were kept fully updated throughout the process and I hope that our national leaders will update us all with the next step of their plans to protect policing and those who deliver it.

Police Federation of England & Wales (PFEW) Chairman Steve Williams said after the ballot: "A significant proportion of our membership has indicated that they want the right to take industrial action. This highlights the pressures currently felt by rank and file officers throughout England and Wales.

"However, it would not be appropriate to undertake a course of action that could potentially change the employment status of more than 133,000 police officers if fewer than half of those officers have voted for us to do so."

However, he said the PFEW had a duty to take into consideration the views of the "significant number" who voted "Yes" in the ballot.

PFEW Vice-Chairman Steve White has since indicated that the ballot results will be on the national Federation's Joint Central Committee agenda when it next meets on 19 March 2013 for discussion before deciding its next move.

I will ensure that any updates from that meeting are shared with you all as they emerge.

It is clear that officers are voicing increasing anger over cuts to policing,

*It is clear that officers are voicing increasing anger over cuts to policing, coupled with attacks upon officer safety, pay and conditions.*

coupled with attacks upon officer safety, pay and conditions.

This cannot be allowed to pass without every option of challenge being explored, particularly where it is clear that a huge number of officers support such action.

Locally, I can assure you that there is a great deal of work being carried out by your local Federation representatives to keep you fully informed of all developments in relation to policing.

It is, however, clear when meeting with colleagues across the Force area that there are still gaps in our communications, as officers are still unaware of updates sent out in a variety of ways.

As a local Board, we are pushing out information in posters, newsletters, email, website updates, Twitter and Facebook, as well as drop-in sessions using local venues.

As ever, if there is anything we can do to improve communications then please let us know.

# A skilled, well-led and organised workforce is essential

**By Winston Roddick,  
Police and  
Crime  
Commissioner  
for North  
Wales**



I have been in post as the Police and Crime Commissioner (PCC) for North Wales for just over three months. To say that they were a challenging few months would be an understatement.

In half the time originally given by Parliament, the budget and the Police and Crime Plan had to be completed and the commissioning process had to be got under way. The latter involves meeting with and understanding the financial needs of our partners who, in one way or another, are involved with us in reducing crime, rehabilitating offenders and supporting victims of crime.

My work has quickly become the subject of much media and public attention. There has hardly been a day over the past few months when I have not done radio, television and newspaper interviews. There has not been a single week when I have not addressed public meetings. This demonstrates the public's growing interest in my post as Commissioner, and the relevance of my role to current affairs.

Moving forward, my focus will be on finalising and putting in to action the Police and Crime Plan for North Wales which I presented to the Police and Crime Panel earlier in March. I will work with the Force and other partners to achieve the key objectives and

outcomes set out in the Plan.

I have already increased the council tax precept so that an extra 51 police officers can be funded. I recognise the contribution made by volunteers, in particular those who freely give up their time to work with the Special Constabulary, and I support the proposed increase in the number of special constables.

I am particularly concerned about addressing rural crime as well as urban crime. North Wales Police are about to form a rural police team as well as a dedicated rape and serious sexual violence team. These innovations will tell you something about my priorities.

Since I started in the role of Commissioner, I have gained a valuable insight in to the organisation of North Wales Police (NWP) and have been consulting the public as to what they think of the service they are receiving from the Force, how they think it can be improved and about their key concerns about crime in North Wales. Having a skilled, well led, and organised workforce is essential for delivering an effective service.

I have already met many of the staff and officers of North Wales Police including community support officers and special constables and I have been impressed by your commitment. Community support officers and the Special Constabulary give real meaning to the expression 'the police is the community; the community is the police'.

I will continue to meet and listen to you throughout my time as Commissioner. I will ensure that you continue to receive the training, support and guidance which is necessary for delivering a service of the highest quality.



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# Why we raised the bar for Welsh

**Helen Edwards, Strategic HR Business Partner, responds to comments by Inspector Mark Davies in the last edition of Your Voice.**

North Wales Police is firmly committed to providing a true language choice for the people that it serves and this means that we will fully support all employees to develop their ability to speak and understand Welsh.

To answer directly some of Inspector Davies' concerns - yes, there is a financial cost to this commitment and yes, it does fit in with our priorities.

Our investment in Welsh language training is also an investment in community relations which impacts on the quality of the service we provide and how effectively we communicate with the public.

We also have to remember that we are the upholders of the law and it is a legal requirement for all public bodies in Wales to be fully bilingual.

We have raised the bar when it comes to those seeking promotion. Since January 2008, Level 2 has been the mandatory standard, but this will now increase to Level 3 to be consistent with the Force Leadership Agenda and the standard new appointees must reach by the end of their probation.

There is a range of training available from nine-day courses spread across a few months with the test at the end or, for those who feel more confident, independent learning is available online and on disc. The intention is to make it as flexible and convenient as possible for everyone to improve their Welsh.

There is also tremendous back-up and support available from the Welsh Language Services Team who provide help,

advice and practice sessions for those who need them. In addition to this, there are dozens of Welsh Language Champions across the Force committed to supporting colleagues who are learning.

I appreciate that to some the prospect of being able to achieve Level 3 is daunting but, if your job requires it then you must, as with any other mandatory training, be prepared to take personal responsibility, attend the courses offered and make sure you have done your utmost to make the grade.

The vast majority of people who put their mind to it succeed at Level 3 with training and support. No-one will be dismissed for failing to achieve it if they can demonstrate that they have done all they can to improve their language skills.

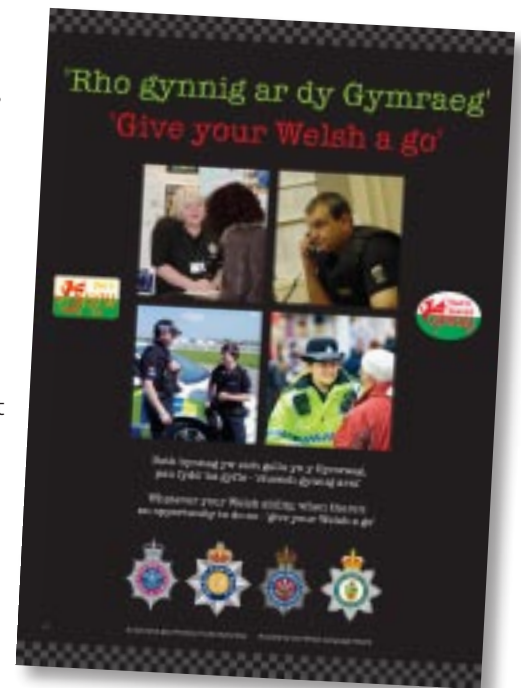
There has been some confusion and concern raised about being eligible to apply for roles if you have not reached the level of Welsh specified.

To set the record straight, everyone who works for the Force is expected to achieve Level 1. If the job specifies Levels 2 or 3 you do not need to be at the level when you apply but, if you are successful, you will be expected to achieve the level within an agreed timeframe.

For jobs requiring Levels 4 or 5, you will be expected to be either at the specified level or only one below it when you apply. Again, if you are successful, you would need to reach the agreed level within a specified timescale.

Some jobs clearly need more Welsh than others and training priority will be given to those.

HR works closely with both the Federation and UNISON, which are both represented at the Welsh Language Group, which is chaired by the Chief



Constable and is where decisions relating to the use of Welsh at work are made.

Recent discussions with the Federation have made HR aware of the need to provide clarity to you in how North Wales Police implements its Welsh Language Strategy and we will be jointly working on a policy to pull together current and previous protocols and practice. This will act as a reference point for you.

I can assure you that we will continue to support those seeking to improve their Welsh language skills so that we continue to improve the quality of policing and maintain professional standards.

More information about the Welsh Language Strategy, training and support, along with a list of useful phrases and words is available on the Force intranet, click on Corporate Communications, through Support Services to access the link to Welsh Language Services.



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# The Federation must get stronger and smarter

By Keith Jones,  
newly elected  
Chair of North  
Wales Police  
Federation



**This is a strange experience. I'm writing a piece about becoming the new Chair of our North Wales Police Federation Joint Branch Board two weeks before the voting takes place to elect the new Chair. So, if you're reading this, I was successful!**

Printing deadlines for 'Your Voice' dictated that both candidates prepare an article for the Spring edition of the publication to cover all bases so that Chris Warner, our Policy and Consultation Manager, responsible for communications, can ensure it goes to print on time.

Therefore, I am writing this in a hypothetical style, explaining what I would like to see happening with the Police Federation of England and Wales (PFEW) should I be elected as your Chair.

Firstly, here's a little bit about me and my police career. I'm about to enter my 30th year of service as a police officer and

will, in all probability and with some good fortune, retire in 12 months' time. I'm the son of a retired officer and father to a daughter intent on joining North Wales Police. My planned retirement in 2014 in no way diminishes my commitment to ensuring that we do everything we can to protect the rights and well-being of the Federated ranks. I hope my engagement with recent campaigns, both locally and nationally, evidences that commitment.

My career has roughly been divided into equal thirds; 10 years as a constable, 10 as a sergeant, and I am now starting my 10th year as an inspector. I've served in uniform and CID roles in each rank. This, I believe, gives me a broad experience base to rely upon in performing the role of Chair and means I have a good understanding of issues that affect members across the Federated ranks.

Police officers across England and Wales have over recent months faced seismic changes to their pay, conditions and pensions. The pace of change shows no sign of abating as proposals for compulsory redundancy are yet to be resolved, the College of Policing is now real, the ballot to seek industrial rights has just been completed and an independent

review of the Federation itself is about to start. These are all issues that we as a JBB need to engage with and contribute towards, for the sake of our members.

While all these things are vitally important, there is another issue that, in my view, takes precedence over all of them - the turmoil within the Federation itself. We have branch boards falling out with the Joint Central Committee (JCC) at Leatherhead, rank branch boards falling out with each other and email or Twitter wars bouncing around all over the place. We are in this position for one reason and one reason only; a Government with a reform agenda.

Whatever the colour of Government ministers, if they are so committed to change that they are unwilling to negotiate with and listen to those affected, they will carry those changes through regardless. The PFEW currently finds itself in this position. If, during the painful reform process, the professional body that represents our members falls apart then the long-term consequences of the reforms go from being serious to disastrous.

In the next two years, the Federation must get stronger and smarter, and be ready to engage with the next Government. We must do this by becoming united, we must choose our fights more carefully and our public reactions must be considered.

The Federation has represented rank and file police officers for nearly 100 years, providing excellent welfare, legal and financial support to its members. It's not as broken as we sometimes think.

Locally, North Wales Police JBB must continue to effectively and robustly represent and negotiate on behalf of our members, ensuring they are dealt with fairly and with respect.

As Chair, that is where my focus will lie.

*☞ The Federation has represented rank and file police officers for nearly 100 years, providing excellent welfare, legal and financial support to its members. It's not as broken as we sometimes think.*

*Locally, North Wales Police JBB must continue to effectively and robustly represent and negotiate on behalf of our members, ensuring they are dealt with fairly and with respect.*



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# Chair calls it a day

**By Brian Robinson,  
former Chair of North  
Wales Police  
Federation**



**So after hitting 30 years' service, it is now my time to say farewell and wish the very best to my successor as the Federation Chair. I feel it is vitally important to pass on knowledge, so what I have I learned about serving the public?**

Well, it's very simple. The public want robust policing with officers who aren't afraid to go in hard and get the job done without messing about. They also don't want the police to use violence on any occasion when any of the 60 million people in the UK might think it was unnecessary. If there are any complaints, you are doing it wrong.

They want people to have their human rights respected and for officers to be polite, especially if they are dealing with them or any of their relatives. They also want you to stop worrying about the

human rights of people who are doing things they don't approve of or who aren't related to them.

They want you to be accountable by writing down and justifying what you do at any particular moment. They also want you to provide statistics on exactly how many people you have stopped, questioned or arrested, the exact circumstances and the outcome each time. There is a form for everything and if they are all filled in, this should be no problem.

They also want police to stop filling in paperwork. You spend too much time filling in forms. Why do you insist on doing that? The public want you all out on the street catching criminals, all day, every day. You shouldn't be spending hours in the station unless it is when they call in at the station. The station must be open 24 hours a day and they must be able to speak to a police officer immediately.

When you do catch criminals all the evidence must be recorded as soon as possible and every procedure followed, no matter how long it takes. If that takes

hours at the station then that doesn't matter. Justice is vital. Oh, they also want matters investigated immediately and thoroughly so the people can be charged and released as quickly as possible. So you need to make time for that as well.

They want all laws enforced. Nobody is above the law. Of course, you shouldn't be wasting your time stopping people for driving with fog lights on, speeding, being drunk in the street, buying pirate DVDs, taking drugs, hitting each other, shouting at people or anything else that they don't consider serious at that moment. This includes the public democratically expressing themselves by smashing things up at any protests they might be attending. That would be fascism. That said, you can go in hard if it's people they don't agree with. Then it's criminal damage and it would be ridiculous if you didn't stop it.

The public want you to feel you can defend yourselves and act robustly, of course, but you can't go too far. If you need to know what's too far then in that split second you have to make the right decision. Of course, that decision will need to be analysed by half a dozen lawyers and judges who have 12 months to debate it in between breaks for tea and biscuits.

And the public want you to stop worrying about health and safety. They also want everything risk assessed in case you get hurt or anyone else is hurt as a result of your action.

Now, honestly, is that all too much to ask?

Please take care and don't forget there are lots of old pensioners out there, like me, who are supporting what you do every day, 24 hours a day.

*“The public want you to feel you can defend yourselves and act robustly, of course, but you can't go too far. If you need to know what's too far then in that split second you have to make the right decision. Of course, that decision will need to be analysed by half a dozen lawyers and judges who have 12 months to debate it in between breaks for tea and biscuits.”*



# No news is good news... or is it?

By Sam Roberts,  
Chair of the  
Sergeants' Branch  
Board and Equality  
Lead



Is it me or does everything about policing seem to have gone into slow-motion? After two years of full-on blows and hits to the service, since the last round of the Police Arbitration Tribunal (PAT) things seem to have almost ground to a halt.

Is this just the lull before another storm or is it because there simply isn't anything more that they can take from us?

Are you, like me, dreading opening the pages of the tabloid papers to read about what another police officer is alleged to have done and how it appears that the media want to paint all officers as corrupt and not committed to their work?

I smiled to myself recently when I listened to Police Minister Damian Green saying he wanted to restore more discretion to officers in an effort to put an end to bureaucracy.

Several years ago I got myself into a little hot water talking about exactly that subject at the Federation's national conference. Have we cut the red tape that binds each and every one of us since then? Absolutely not, in fact it's far worse today than it has ever been. He has got to go some way to trying to achieve that aim.

I was listening to Mr Green at the Houses of Parliament when I recently

attended to meet Welsh MPs to discuss policing in Wales. Interestingly, there were no North Wales Conservative MPs at the meeting even though I saw my own MP (Conservative) in the building later on. I have to question how important they view their working relationship with their local force if they can't even be bothered to meet up when we make an effort to get to London.

Mr Green talked of the professionalism of officers and how committed we are in trying to achieve an improvement to policing. He can afford to be positive. His party has managed to destroy the goodwill and dedication that police officers have always had in a series of attacks on us that have gone way beyond the cuts to other public sector organisations.

And there will be more to come, with pension contribution increases, loss of

C RTP - for those that get it - and the spectre of compulsory redundancy/severance still hanging over us since the consultation has now been extended until July.

My view on leaving Westminster, apart from being in awe of the history of the place, was that it was a wasted journey; politicians are not interested in hearing what we have to say.

They constantly bleat on about the fact that we all have to share the brunt of the austerity measures but no other organisation faces what we do on a daily basis. We have tried in all arenas to make them understand that point but they either don't get it or don't care. Sadly, my view is that it is the latter and where do we go from there?

What is there to look forward to?

- **A College of Policing that I have no doubt we will have to pay to be a part of eventually when the funding runs out**
- **Direct entry into senior ranks by individuals who will have no idea what it is like to be assaulted, deal with someone with severe mental ill health issues, deliver a death message or deal with a rape victim**
- **£19,000 to be a probationer... why would you for that price?**

I have struggled to put this article together as I have no good news or positive spin to put on anything. I am a 'glass half full' person but, I am afraid that with all that is going on at the moment, it is dripping away slowly and my glass is draining rapidly.

*My view on leaving Westminster, apart from being in awe of the history of the place, was that it was a wasted journey; politicians are not interested in hearing what we have to say.*

*They constantly bleat on about the fact that we all have to share the brunt of the austerity measures but no other organisation faces what we do on a daily basis.*

# Let's hope for some respite from the reform agenda

*By Andy Broadhead, Secretary of the Inspectors' Branch Board*

## **"Should the Police Federation of England and Wales seek to obtain the right for police officers to take industrial action? YES or NO"**

As I pen this article, this is the question that has been the subject of much fevered debate across the country. Hopefully, many of you will have taken the time to vote in the national ballot on this issue and express your views.

To some, the idea of police officers taking industrial action seems abhorrent and goes against everything we signed up to do as sworn holders of the proud Office of Constable, a truly unique position we hold within British society. To others, it may seem a justifiable response from a beleaguered service reeling from just one too many punches landed in the name of police reform.

Whichever way you voted is immaterial in some respects, the important thing is that YOU took time to participate in issues that may affect YOU in the future.

For the record, this author voted against seeking the right to take industrial action but I respect, and fully accept, the viewpoint of those who may have voted the other way.

Briefly, carrying on with the subject of the police reform agenda, members from the three separate rank branch boards were recently invited to the House of



Commons to a lobby session between Federation representatives from the four Welsh forces, the Police Minister, and Welsh MPs to discuss not only the impact of cuts to police budgets but also the future of policing in Wales. It was well attended by most of our MPs but it was disappointing to note that some of those pushing the reform agenda failed to appear.

On a lighter note, David Hanson, MP and Shadow Minister for Policing, took the time to take several of us on a whistle stop tour of Westminster, including the Commons Chamber, and I must admit you cannot fail to be impressed and overawed by the atmosphere and history. It certainly made up for the fact that we were all there on our rest days!

Last, but certainly not least, onto some operational matters.

**Welfare screening** - You will soon be invited to attend a welfare screening session in recognition of the demanding roles that the inspecting ranks perform, particularly in the current climate of dwindling resources and extra responsibilities.

I appreciate some of you were not in favour of mandatory referrals. Clearly, nobody will be forced and, when offered the opportunity to attend, you will be able to politely decline.

From a Federation perspective, we would recommend that you take the opportunity as part of your own personal health and welfare management to attend. We are all exposed to a variety of pressures and demands, some personal, some organisational and, in some instances, those most at risk do not identify the symptoms in themselves and therefore see no problem, which is not a good place to be!

Remember, it's a confidential process and is about making sure we remain healthy.

**Custody** - There has been some recent debate about the use of telephone reviews for PACE prisoners and the risks to individual review officers should something go wrong. Given the number, location and geographical spread of our custody suites, combined with the number of response inspectors available at any one time, who are also expected to juggle bronze management responsibilities, it is now common practice for reviews to be conducted over the telephone. Don't let me be misunderstood, telephone reviews are lawful under PACE but the view is that they should be an exception not the norm.

The Inspectors' Central Committee issued advice on this matter in 2011 and this can be obtained on the Federation website.

If you have any views or concerns in relation to this, please contact your local inspectors' rep so that they can bring the issues forward for discussion.

In the meantime, let us all hope for a quiet spring and summer for policing in North Wales and, if not good news in relation to police reform, at least some respite.







*A tribute to Paul at the memorial service.*

*Paul McKeever pictured at last year's Police Federation annual conference in Bournemouth.*

# Remembering Paul

**By Keith Jones, Chairman of North Wales Police Federation**

**On Friday 18 January, 2013, the police family across the UK and beyond was shocked and saddened to hear of the sudden and tragic death of Police Sergeant Paul McKeever, Chair of the Police Federation of England and Wales (PFEW).**

His death was just two weeks before his planned retirement from the police service, making his passing all the more poignant.

PFEW opened a book of condolences at the Federation's HQ in Leatherhead and the hundreds of tributes are a fitting testimony to his universal popularity.

On Saturday 9 February, the day after his private funeral, a memorial service was held

at Southwark Cathedral in London to celebrate Paul's life. Police officers of every rank, Government ministers, Members of Parliament, chief officers, friends and the McKeever family all gathered to remember the man.

I was proud to represent North Wales Police Federation in a guard of honour outside the cathedral; a guard made up of officers from across the country. The congregation were led into the cathedral by the Metropolitan Police piper, Sgt Joe Morgan.

The congregation heard from many dignitaries including the Home Secretary Theresa May and the Commissioner of the Metropolitan Police, Sir Bernard Hogan-Howe. But three people stood out from

them all; Paul's wife, Charmian, and his daughter, Henrietta, who told us about Paul as a husband and father, speaking so lovingly and tenderly, and then PC Clive Chamberlain, Chair of Dorset Police Federation, who spoke from the heart about Paul the friend and colleague.

I'd only met Paul in person on a handful of occasions, but I'm so glad that I had. As Clive said during the service '...in the best police service in the world, Paul was one of the best...'

Paul joined the Metropolitan Police Service as a recruit on 7 November 1977 after graduating from London University, where he studied geography.

Paul, who was 57, died of a suspected embolism.



# First class healthcare from just £1.30 a week

**For as little as the cost of two Mars bars or two newspapers a week, officers can ensure they get the very best treatment following injury or illness.**

Just £1.30 a week qualifies officers injured on or off duty to a bespoke care and recovery programme at The Police Treatment Centre (PTC) in St Andrew's, Harrogate, North Yorkshire - a high standard, purpose-built treatment centre where serving and retired police officers can receive rest, recuperation and treatment to assist them to improved health.

The Police Treatment Centre is a registered charity supported by voluntary donations from serving police officers primarily in the northern forces of England and Wales, Scotland and Northern Ireland.

The PTC's charitable objectives are dedicated to the police service and the charity has a unique perspective on the treatments that police officers require. These treatments include intensive, police specific physiotherapy; fitness classes; police specific, personalised treatment plans; workshops focussing on, in

particular, back injuries, sleep issues and stress; complementary therapies; and patient advisers/counsellors with an understanding of the stress relating to police work.

***"It will take time and application to remedy a problem that has been building for decades. I could not have hoped for a greater improvement than I have made though and I am now on the right path thanks to Rory, my physio. I loved all the classes I went to - fantastic to have use of the pool - I have swum more in two weeks than I have in the last five years."***

Officer A.

***"I was at the PTC in June 2012 and returned for further treatment. On both occasions all staff in the centre were excellent. The treatment I received has been greatly beneficial and I'm not in any pain. The gym facilities, pool and hydro pool all assisted my recovery. And the food was brilliant."***

Officer B.

There are currently 77 bedrooms and a cottage and plans to refurbish the 27 bedrooms in the Duke of York wing. All rooms are en-suite with television, DVD players, and tea making facilities and Wi-Fi available.

Exercise facilities include a contemporary, well-equipped exercise gym, swimming and hydrotherapy pools, tennis courts, bikes, croquet lawns to further support physical rehabilitation or convalescence.

**To find out more about how just £1.30 a week can ensure you get the best care and treatment if you're injured or ill, visit: [www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org). If you want to sign-up, please just contact payroll.**

**North Wales officers who sign up before 30 June 2013 can attend for treatment immediately if necessary and, in addition, to help new officers, the Trustees of the PTC have agreed to offer the first year free to new recruits if they sign up to contribute within the first four weeks.**



# We influence, we represent, we negotiate

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



When I joined  
North Wales Police  
way back in 1985,  
not long after  
the Live Aid concert, I started training at  
Cwmbran.

On that first day, when the Drill Sergeant told us to get outside and form up in ranks and we didn't quite move fast enough, we suffered his wrath. I wondered then what the hell I'd let myself in for. Training went well, the only downside was the weekly travelling there and back and by the end of those 14 weeks I can honestly say I hated that journey.

I suppose, like a lot of young officers now, I never gave much thought to what seemed the far distant future when I'd be approaching retirement and my pension.

The thought of what it cost me monthly never crossed my mind either. I had a new career; I wasn't getting covered in oil from working as a mechanic in a cold and draughty garage. No, by early March 1986, I was getting cold and wet walking the beat in Rhyl.

In many ways I have been fortunate in my service, only needing advice and assistance from the Federation on very few occasions for what were actually minor matters, unlike some of my colleagues who at times, through no fault of their own, have been the subject of investigations and complaints which have dragged on for many months, even years.

Over my career, I have paid my monthly Federation subscriptions, like my pension

contributions with little thought and accepted the occasional increase because I knew that should I need help it would be there, taking away further worry, an all-around good insurance to have.

Since this coalition Government came into power, the police service has experienced a whole host of changes as a result of the 20 per cent cuts following the Comprehensive Spending Review.

**This has seen a reduction in police officer numbers and, more importantly for officers, a continuing onslaught on pay and conditions in the guise of fiscal savings.**

Our youngest officers are presently frozen on payscales with no indication from the Official Side of what point on the scale they will eventually resume. We saw a rise in our pension contributions last year and another is due from April 2013.

Like many officers, I use social networks such as Facebook and Twitter and regularly, like other officers, well I assume they are officers, vent anger about the perceived lack of action from the Federation in stopping the Government from introducing the swath of changes it has brought in. Criticism is levelled most frequently at those who are perceived to be living in some sort of cloud cuckoo land in Leatherhead. "Why have they rolled over and sold away our pensions?" they ask.

The stark reality is that there was never any scope for negotiation on our pensions. Members of the Staff Side of the Police Negotiating Board (PNB) attended the meetings and tried their best to influence changes to what the Government wanted to bring in.

Many will have been disappointed by the final outcome and being told that it could have been worse for many more is, of

course, little comfort to those who lost out the most.

I have spoken to people outside of the service and many feel that we still have one of the best, if not the best, pensions out there. The Staff Side did manage to influence and negotiate changes to some, not all, parts of Winsor 1 and 2.

**Again, if you speak to people who are leaving college or university, many will say that £19,000 as a starting point for pay is great and will quantify this by pointing out that within seven years a constable will be on top rate pay.**

Of course, we feel very hard done by, but let's not forget that there are many others in this country who are also suffering. We need to realise that we win no friends by appearing to bleat on about increased pension payments and reduced starting pay.

One thing for certain is that we now know that this Government will push through the policies it wants to with very little regard to how it impacts on people such as police officers.

Not wishing to appear political, I have no doubt whatever party was in Government, similar sweeping reforms would have been attempted.

By the end of February 2013 the Police Federation of England and Wales' ballot of members on seeking industrial rights for police officers will have concluded, some may feel its outcome is a forgone conclusion and that PFEW got the timing wrong, again. It perhaps could have been delayed for the outcome of this or that but when would have been a good time?

I have been a member of the North Wales Joint Branch Board since 2004 and towards the end of 2015 I can retire from the service. There are those on our Board who also have quite a number of years of service, similar to those in Leatherhead at the centre who are criticised.

You as the younger officers of the service will at some point need to pick up the reins of those that retire or there simply will not be anyone left who is capable of representing colleagues when they need help.

At this moment in time the PFEW is NOT a trade union or the police officers' union as the radio and TV reporters frequently say. We are a staff association and as the strapline says we are here to:

**Influence – Represent – Negotiate**



# Your colleagues need



**By Mark Davies, Inspectors' Branch Board Chairman.**

**Desperately needed – officers of all ranks (particularly inspectors and chief inspectors) willing to put in a bit of time and effort to help their colleagues by representing them when they are accused of having done wrong, speaking up when they want to voice concerns and negotiating on their behalf.**

What is in it for you? To an extent the answer is that old cliché, what you get out is proportionate to what you put in. Unfortunately, (despite rumours) you will not get fat and drunk on members' money – you will have to get fat and drunk at your own expense.

However, you will meet interesting people from around the country. Occasionally, you do get to hear inside information first. You get some excellent training to help you carry out your role and this can be useful for your everyday policing role too. Finally, you will get a good feeling from doing and saying the right thing.

It is not the end of your police career to become a Federation representative. Ruth Purdie was a Federation representative a few years ago and is now ACC in Cheshire. Andy Jenks-Gilbert was an active representative (until he

was promoted to superintendent about four years ago), representing officers accused of misconduct. He is now the superintendent in charge of Professional Standards.

In 12 months' time there will only be four inspector (or chief inspector) representatives out of a possible 10 posts on the North Wales Police Federation Joint Branch Board so volunteers from those two ranks are particularly needed. For inspectors' and chief inspectors' representatives the role need not be very demanding and can require as little as attending the 10 meetings we have a year in duty time and keeping in touch with the electorate.

If you are interested in becoming a Federation representative, there may well be a post that you can stand for. Contact one of us (details on [www.nwpolfed.org](http://www.nwpolfed.org)) for more information about the role and the opportunities.

Practise now... 'I am Spartacus!'

## Pedal power for Benevolent Fund

**A team of cyclists from North Wales Police is taking part in a charity coast to coast mountain bike ride covering almost 200 miles in memory of Greater Manchester Police officers PC 14846 Nicola Hughes and PC 12601 Fiona Bone.**

Proceeds of the "Our Heroes Have Collar Numbers 12601 & 14846" event, which takes place from 7 to 10 May, will be donated to the North West Police Benevolent Fund.

The team is made up of:

**PC 13378 Russ Heaton**  
**PC 1440 Bob Whitehead**  
**PC 13547 Peter Johnson**  
**PC 14454 Anthony Phillips**  
**PC 13341 John Terry**  
**PS 2516 Andrew Edwards**  
**PC 13108 Will Terry**  
**PC 11469 Chris Gaskell**  
**PC 14239 Dan Barnett.**

Their route will take them across the Cambrian, Berwyn and Clwydian

Mountain Ranges, climbing higher than Snowdon each day and totalling the height of Everest (around 29,754 ft).

**Day 1** – Aberystwyth to Machynlleth – 42 miles, 6,733 ft ascent

**Day 2** – Machynlleth to Llangynog – 47.5 miles, 8,785 ft ascent

**Day 3** – Llangynog to Gweryd Lakes – 47.9 miles, 7,730 ft ascent

**Day 4** – Gweryd Lakes to Prestatyn – 43

miles, 6,506 ft ascent.

To donate go to [www.nwpbf.org](http://www.nwpbf.org), click on the donate button and specify in the Paypal message box that your donation relates to the "Our Heroes" Charity Cycle Ride.

You can follow the team on Twitter **@OHHCNMTBRide** or on Facebook **"Our Heroes Have Collar Numbers 12601 & 14846 Charity Bike Ride"**.





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And we don't just get compensation for your injury. Our claims process includes help with access to rehabilitation services you might need, faster than you could do on the NHS.

**Over the past three years we've recovered over £55 million for our members and their families**

Call PF Claimline 24 hours a day on

**0800 9171 999**

or start your claim at [\*\*www.pfclaimline.co.uk\*\*](http://www.pfclaimline.co.uk)

\*Lines are open 24 hours, 365 days

# Fed insurance scheme rescued 203 members last year

**Cold morning starts, clearing the drive of snow, scraping ice from the windscreen, praying the car will start first time - this not only leaves us feeling a bit low and dreaming of warmer days but is also bad news for the health of your motor.**

So isn't it great to know that if your car won't start before you head off to work or your partner takes the children to school, as a member of the Federation's Group Insurance Scheme you have comprehensive RAC family breakdown cover?

The cover has now been in place for



more than 12 months and the RAC has been called out over 200 times to our members and their families. Over 82 per cent of vehicles were fixed at the side of the road and 67 per cent were back on the road in less than an hour.

You may now be asking yourself, how much am I paying for this?

If you visit the RAC website to get a

price for personal family cover with roadside, recovery, at home and onward travel, it would come in at £215.25 for the first year, going up to £290 the year after.

Compared to the RAC's first year's rate of £17.94 per month, the Federation Group Insurance Scheme gives the same RAC cover plus £110,000 life insurance, £5,500 critical illness cover, £75,000 personal accident cover, family legal expenses and worldwide family travel insurance and all for just £17.10 per month. That's an astonishing 84p a month less than the equivalent RAC cover on its own.

If after reading this you're not sure if you are in the Federation's Group Insurance Scheme we urge you to check your payslip or contact us as soon as possible.

## Could control of policing be devolved to Welsh Assembly?

**"Decisions affecting Wales should be made in Wales" – according to the country's First Minister, Carwyn Jones.**

He made the comments as he was giving evidence to the Silk Commission, which is reviewing the powers of the country's National Assembly.

Mr Jones emphasised that policing and criminal justice are now 'the only mainstream public services which are not devolved to Wales' and that this status quo 'is becoming increasingly hard to justify'.

He also admitted that in the long-term the Welsh Assembly would like to see criminal justice devolved to Wales. This would include the courts, prisons and probation, as well as the establishment of a separate Welsh legal jurisdiction.

Policing is the only emergency

service which is not devolved. Under these plans, it would be devolved by 2020.

If the devolution of policing was to be recommended by the commission for approval, it would have taken into consideration the cross-border implication such as how policing would be affected should Welsh officers cross into England.

Mr Jones said: "Where we make proposals for enhanced powers for Wales, we do so with a clear purpose – to enable the devolved institutions to improve the quality of life of people in Wales.

"I believe key decisions over policing, energy, public transport and community safety should be taken in Wales, for Wales, by those of us directly elected by the people of Wales and accountable to them."

Shadow Policing Minister David Hanson, also a Welsh MP, said he was not convinced it would be a simple matter.

"It isn't just a simple matter of devolving policing to Wales because counter terrorism, serious organised crime, cross-border issues, much of the crime in my part of Wales derives from people who live in England," he said.

Last year, the independent Silk Commission began its work looking at whether more powers should be devolved or some should be taken away.

ACPO Cymru chair Chief Constable Mark Polin, of North Wales Police, said: "The Welsh police forces are aware that submissions have been made to the Silk Commission proposing a devolved policing function.

"ACPO Cymru has not been asked to give evidence to the inquiry. However, we await the publication of the full report from the commission and any subsequent recommendations.

"In the meantime the Welsh forces will continue to serve and protect the local communities we serve."

## NARPO plans retired staff reunion

The Retired Staff Reunion 2013 will be held at the **Abergele Golf Club** at 7pm on **Saturday 5th October**.

The function is again being financed by the North Wales Police General Fund, to whom we are all deeply indebted for the kind gesture.

Full details and an application form will be forwarded to NARPO members by way of a branch newsletter nearer the date.

"Word of mouth" should inform those non-NARPO members and ex-support staff of the event as retired staff/NARPO no longer have a way of circulating hard copies of the pro forma following the demise of the Focus Link.



Twitter: @NWalesPoliceFed



On February 11<sup>th</sup> 2013...



## RJW became Slater & Gordon Lawyers.

### What will it mean to you?

Last year as Russell Jones & Walker we represented **743 Police Federation members** in criminal and misconduct proceedings. **Recovered over £24 million in damages** for injured officers and their families. **Advised the Federation nationally and locally** on countless employment related matters. **Helped 960 officers nationwide** with family law issues. **Protected over 70 officers** in defamation cases and **saved members over £100,000** by using our discounted online Wills service.

**This year Slater & Gordon Lawyers will continue to do the same.** Our commitment to the Police Federation and its members will remain completely unaffected.

If you need legal help, contact the police legal specialists on the appropriate number below:

Criminal line:

**0800 908 977**

PF Claimline:

**0800 9171 999**

Legal helpline:

**0845 601 1907**

Family Law:

**0808 175 7710**

All lines are open 24 hours a day, 365 days a year.

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Police Federation client, 2012

*"Service did not falter from start to finish"*

Police Federation client, 2012

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\*associated office.



FORMERLY

 Russell Jones & Walker

# 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.

If you are finding work difficult, they can give confidential and impartial advice and support on issues such as:

- Sickness absence
- Dyslexia
- Stress and anxiety
- Personal issues (for example, debt)
- Workplace adjustments and assessments
- Job coaching, and
- So much more...

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:

#### Kerry Roberts

Tel: 07585 880072

Email: [kerry.roberts@remploy.co.uk](mailto:kerry.roberts@remploy.co.uk)

#### Paul Williamson

Tel: 07880 788525

Email: [paul.williamson@remploy.co.uk](mailto:paul.williamson@remploy.co.uk)

Alternatively, call the branch on **0300 456 8055**

[www.remploy.co.uk](http://www.remploy.co.uk)



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All based on 24 month agreements. Prices for existing customers may vary.  
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# Federation caution over G8 mutual aid

**The Federation, in a letter to Home Secretary Theresa May, has highlighted a number of issues around risk assessment and welfare for officers who could volunteer to help support the Police Service of Northern Ireland (PSNI) during the summit which is being held in Lough Erne in County Fermanagh, Northern Ireland on 17 and 18 June.**

The national Federation has identified the following areas of concern in its letter to Ms May:

## **Risk assessment**

- The challenges faced by the majority of PSNI officers are very different to those faced by the majority of officers in England and Wales.
- Nationalist and loyalist threats represent an ever present danger, as highlighted by direct attacks on our PSNI colleagues and their families.
- Our PSNI colleagues also find themselves more frequently in public order situations involving firearms and explosives.
- They have different daily procedures, personal protection equipment and training, and their modes of

communication differ from ours.

## **Welfare**

- Accommodation - uncertainty remains over where officers from the mainland will be accommodated and how this will be protected from hostile activity. While we appreciate that specific details are operationally sensitive, we believe information should be provided about the type of accommodation officers can expect and the restrictions they may be placed under.
- 'Off duty' officers - we are seeking clarity over whether officers will be ordered to stay in a certain location, whether they will still be 'on duty' and how this will impact their freedom of movement and rest time. This is a particular issue should officers not be able to leave their accommodation due to a security threat.
- Misconduct and performance - PSNI officers work under a different set of regulations than those in England and Wales and we are seeking confirmation on what arrangements are being made for any misconduct

issues that may arise.

- Insurance - clarification is sought that any claim resulting from an on-duty matter will be covered by the Force insurance scheme. What consideration has been given to the impact of officers' private insurance (such as mortgage and health cover) which may not be covered by acts of terrorism?
- Pensions - there is confusion over who will cover the costs in the event of an officer being discharged under pension regulations as a result of a serious injury or death in service.
- Repatriation - we are seeking assurance over what arrangements will be made for officers who may need to return home at short notice for reasons including compassionate grounds, operational demands and other responsibilities such as court appearances.

**Whilst wishing to fully support our colleagues in PSNI it is imperative that we influence matters surrounding the deployments to ensure the safest and most successful outcome for all involved.**

## Check your cover

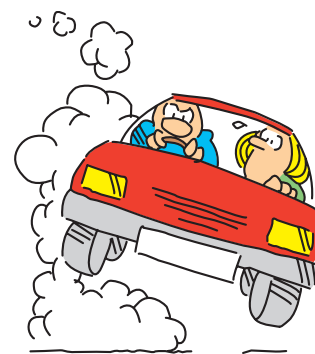
**If you use your own vehicle for police business you need to know this:**

Social, domestic and pleasure including commuting motor insurance policies only cover travel to and from your usual place of business.

That is fine for most members of the public but police officers may be stationed at one place but have to travel elsewhere for training, going to court, visiting headquarters or simply helping to fill a temporary need at another division.

**Any of these journeys would NOT be insured on a social, domestic and pleasure including commuting policy.**

There are also occasions where travel to and from your normal place of business would not be covered under such a policy. For example, you go into work but get sent home to change clothes for operational reasons and then return to your normal station. **That journey is official, you are on duty and therefore not covered unless you choose to include business use in your motor insurance cover.**





# Are we really in this together?

## North Wales Police Federation has criticised the Government after a proposed increase in MPs' pension contributions was suspended.

"This news is simply going to anger police officers and other parts of the public sector," explains Richard Eccles, Secretary of North Wales Police Federation.

"It seems more than a little hypocritical when police officers are currently facing an increase in their own pension contributions. We have been told repeatedly by Government ministers that we are all in this together and that the austerity measures mean everyone has to accept cuts but it seems that some of us are more in this than others.

"Officers know they need to play their part as we, as a country, try to overcome our financial problems, but there is a real sense that the police service is being singled out for even harsher treatment and cuts than other parts of the public sector.

"And, to add insult to injury, police

officers discover that even as proposals are on the table for their own pension contributions to further increase further, MPs' pension contributions will not be increased."

Richie's views have been echoed by the vice chairman of the Police Federation, Steve White, who says: "Clearly MPs appear to be treated more favourably than others. This Government is ruthlessly pursuing reforms to the public sector at breakneck speed and yet seems content for a review of their own pay and conditions to happen at a leisurely pace."

Earlier this year, police minister Damian Green wrote to the chair of the Police Negotiating Board (PNB) to ask for police pension contributions to be increased.

Mr Green wanted rates to go up for 2013 – 2014 with any changes taking effect from 1 April this year.

In July 2011, the Home Secretary announced proposals to increase the amount paid by police officers into the

Police Pension Scheme (PPS) and New Police Pension Scheme (NPPS) by an average of 3.2 per cent over a three-year period beginning in April 2012.

After representations by the Police Federation of England and Wales (PFEW) and Staff Side, the Home Secretary decided only to implement the proposed increase for the year 2012-13, with contribution rates for most officers rising by 1.25 per cent for those in the PPS and by 1 per cent for those in the NPPS.

In making this decision, the Home Secretary stated that the Government was still committed to increasing police officers' pension contributions in the following two years, but that she would consult the PNB on any further increases.

For the majority of police officers in the Federated ranks, the latest proposals would result in the following contribution rates:

- **Members of the PPS – 13.5 per cent**
- **Members of the NPPS – 11.5 per cent.**

## Action on pursuits

### The ACPO lead for police pursuits has said he is working with the Police Federation to address concerns that officers are at increased risk of prosecution while taking part in pursuits.

In 2009 in a Court of Appeal case, the court prohibited a jury from taking into account a police officer's skill and training in determining whether the driving was dangerous. As a result, a police officer cannot argue that his driving ought not to be considered dangerous because he had the skills to deal with the apparent hazards.

And more recently, in a case involving officers from Hampshire, a further problem was highlighted in that the prosecution argued that a police driver is criminally liable for the danger caused by the subject vehicle because, by pursuing or continuing to pursue, the police driver has caused the dangerous driving of the subject vehicle.

In a letter to chief constables, T/Deputy Chief Constable



Andy Holt, who is ACPO lead for police pursuits, said: "These rulings appear to widen the scope of dangerous driving.

"The Police Federation are rightly concerned that officers are at increased risk of prosecution whilst merely seeking to discharge their duties as constables. It would pose a serious risk to the operational delivery of the police service if officers do not conduct pursuits and do not respond to emergencies promptly. I am working with the Federation to address this issue, but it seems likely that a change or amendment to legislation is required and as you may imagine, this could take some while."

The Police Federation of England and Wales has written to all branch boards outlining the position. In the letter, it states: "The Police Federation acknowledges that police officers cannot be exempt from such driving standards, but takes the stance that the uniqueness of the role and the requirement to respond to emergencies of a very wide nature requires that the drivers training and expertise should be taken into account. It falls to the individual officer to justify proportionality, reasonableness, necessity and judgement if called to account as to why they drove in the way they did."

Mr Holt said discussions had already taken place with the Home Office and the Department of Transport to initiate the change and the issue has been raised with the Director of Public Prosecutions to ensure that before any prosecution the public interest test has been appropriately applied.



## CAPTION COMPETITION

**WIN  
£100**  
in M&S gift  
vouchers



### *Now what were they thinking?*

Think of something appropriate for this picture - taken when (left to right) our Federation team members, Richard Eccles, Mel Jones and Brian Robinson took part in 'Movember' - and let us know. The winning entry will receive £100 in Marks and Spencer gift vouchers.

Entries will be judged on their humour and originality. Send your entry by email to Federation Office JBB Admin by 30 April 2013.

Competition kindly sponsored by Roland Smith. Visit our website for the latest deals and discounts offered by our member services partners.

## CRTP - legal challenge unlikely

Any legal challenge to Government plans to phase out Competency Related Threshold Payments (CRTP) is likely to fail, according to Ian Rennie, the national general secretary of the Police Federation.

Federation leaders have opposed the abolition of CRTP as it is part of pensionable pay.

But in a letter to Federation chairmen and secretaries, Ian Rennie says that the phased withdrawal of CRTP would mean that even with modest pay rises there should be no pension 'loss' and that a legal challenge is therefore not likely to succeed.

Tom Winsor recommended the abolition of CRTPs in the first part of his review of pay and conditions and the Police Arbitration Tribunal (PAT) on the Winsor 2 report decided they should be phased out from April 2013 to April 2016.

From April 2013, officers entitled to CRTP will receive £900 rather than the original £1,200 payment, from 2014 this will reduce to £600, from 2015 to £300 and then no payments will be made from April 2016.



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# Blogberry

## 'On the buses'

The new financial year is on the horizon and in preparation for the 2013 budget setting there has been a series of Force strategic meetings where the expected budget has been looked at every which way to be able to meet the austerity measures imposed upon us.

One such strategic meeting was the Force Development Board where the Force Costed Training Plan was tabled before members. Among others, a Force accountant and departmental heads deliberated over a proposed financial training plan that had sparingly allocated money and resources to keep within a reduced budget and to ensure the best economic value.

Concepts and innovative ideas sprang forth from the 'Think Tank' as the hours unfolded when suddenly Detective Chief Inspector Graham Talbot of the Crime Services Department stopped everyone in their tracks and raised worrying concerns over the huge amount of money being allocated for bus services!

Members immediately poured over their documents trying to find what they had missed but had to be directed by Graham to the relevant section.

He referred the Board to a section in the outline plan covering the training budget allocation for Divisions and Departments for public transport listed under Bus. Services.

**It was made clear to Graham that that this allocation of funding was the total external training budget allocated to the Business Services Department not for Arriva Wales.**

## Ticket trouble

Dear Blogberry,

While organising travel and accommodation for a number of Federation representatives to meet up with local MPs in London, I was faced with some opposition after a decision to retain all tickets in my possession until arrival at the train station.

I was regularly reminded by certain members of the group of their age, experience of life, responsibilities within the Force and, even more alarmingly for a "rankless organisation", their rank.

One particularly vocal individual (Agent X), who I will not name for fear of embarrassing him, was without question the most vocal and persisted with a line of attack that included a mixture of the following:

"If I can command Public Order Units deployed to the London Riots..."

"If I can command the policing response to the St Asaph floods..."

"If I can be trusted to meet with Prince Charles and the newly elected PCC..."

"...then surely I can be trusted to get onto the right train to London with my tickets?"

After enduring this line of attack for a lengthy period, I must admit that I was eventually worn down and, in a moment of weakness, handed the tickets over to two members of our travel party in advance of the day.

As the day arrived, I was pleased to see the correct number of representatives gathered at Colwyn Bay train station.

I knew at that point that I needed to trust everyone but I just could not resist a few final checks.

A brief phone call to Simon Newport confirmed that he was in fact on the right platform at Rhyl train station with a valid ticket in his pocket.

This reassured me greatly and undermined my need to check up on very capable and professional

colleagues.

As I saw the Euston train coming into the station, I could not resist that final call:

"Agent X, are you at Chester?"

"No, it was easier to come to Flint, local knowledge." At this point, you have to imagine the rather smug delivery of the reply from an experienced PSU Commander.

I glance up at LCD board above platform and resume the conversation:

"Agent X, do you realise that our train only stops at Rhyl, Chester and Euston?" This was delivered with a hint of amusement.

The previously displayed smug confidence of Agent X was starting to crack a little, as the initial chuckle of spotting a prank from a colleague faltered, he looked up at his own LCD board at Flint to see the reality of being at a station without a valid ticket, knowing that very soon a Euston-bound train full of smiling faces was going to pass.

Road traffic legislation and British Rail byelaws prevent me from adding too much information regarding the next frantic 20 minutes.



I am, however, pleased to say that Agent X used some initiative and alternative transport to hook up with the Euston train at Chester.

Having regained his composure, Agent X was able to assure, if not convince, us all that he had always had a plan.

**I would like to point out that this story is in no way linked to us electing a new Federation Chair and I will truly miss having Brian around!**







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