

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



December 2012



BARRISTER ELECTED AS PCC Page 3

BRAVE OFFICER HONoured Page 5

OUR SEASONAL CARTOON Pages 14 and 15

Representing • Negotiating • Influencing

CONTENTS

<i>The Secretary says</i>	2
<i>Barrister secures PCC post</i>	3
<i>Brave officer awards 2012</i>	5
<i>Community awards</i>	7
<i>Stretched to our limits</i>	8
<i>The season of goodwill</i>	9
<i>Constables' concerns</i>	10
<i>Sergeants say</i>	11
<i>Inspectors' insight</i>	13
<i>Seasonal cartoon</i>	14 and 15
<i>New national Chair</i>	16
<i>Detectives honoured</i>	17
<i>Health and safety</i>	18 and 19
<i>Help on hand</i>	21
<i>Letters to the Editor</i>	23
<i>New rep</i>	24
<i>Blogberry</i>	25
<i>National news</i>	26
<i>Fixed fee legal services</i>	27

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

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

Contact the Federation

E-mail: admin@north-wales.police.uk

Tel: 01492 805400

Follow us on Facebook and Twitter:

 Facebook:
www.facebook.com/NWalesPoliceFed

 Twitter:
[@NWalesPoliceFed](https://twitter.com/NWalesPoliceFed)

Every care is taken to ensure that advertisements are only accepted from bona fide advertisers. The Police Federation cannot accept liability incurred by any person as a result of a default on the part of an advertiser. The views expressed within this magazine are not necessarily the views of the North Wales Joint Branch Board.

The Secretary says

By Richard Eccles, JBB Secretary

As we move towards the end of 2012, I cannot remember a year in policing which has presented such challenges to officers, their families and the communities that we police.

Starting the year off with uncertainty around the future of pay and pensions meant that officers were expected to carry on regardless and deliver policing to keep their communities safe while having to put their own concerns to one side.

As the detail of the Government proposals emerged, it meant officers were once again forced to take to the streets in protest at the attack upon their future security.

I was proud to march alongside colleagues from across the UK in our dignified protest in London on 10 May and, while it might not have swayed opinions of those attacking our future, it certainly showed us quite clearly how widely we are supported by the public.

The huge policing operation planned around the Olympics kicked off with the Torch Relay and we very quickly saw the best of British policing passing through our communities, evidencing the goodwill and flexibility that senior officers and ministers rush to declare is no longer available to them as they call for more reform and less rights for officers.

As the main event unfolded, it was those officers and our colleagues in the



Community policing at its best as the Torch Relay passed through North Wales.

CC I have been extremely proud to see the huge efforts made by officers in every strand of policing as they have dealt with a series of major incidents.

Armed Forces who bridged the gap when the private sector companies, which are regularly championed by Ministers and their policy makers, failed to turn up.

Ironically, after the dust had settled on a hugely safe and successful Olympics, we saw those who had failed us picking up their bonuses, while officers were left waiting for a single commemorative Olympic coin.

Subsequently, police pension announcements and the deliberations over Winsor 2 mean that officers are ending 2012 with huge uncertainty.

Despite that fact, locally I have been extremely proud to see the huge efforts made by officers in every strand of policing as they have dealt with a series of major incidents in our own and neighbouring Force areas.

These efforts are regularly dismissed by the officers themselves as "all part of the job" but, in reality, everyone involved is clearly putting everything into delivering for their communities despite the fact that it regularly puts their own lives on hold.

As we move into another unknown with the election of our very first Police and Crime Commissioner, Winston Roddick, I am hopeful that this can be a positive move if we are able at an early stage to convince him how professional and committed we are to delivering a first rate policing service to the communities of North Wales.

Your Federation representatives are committed to working with the PCC and the chief officer team to ensure that, as officers, we are given the very best opportunity to carry out our duties in a way which makes North Wales a safer place to live and work.

As everything is changing at a very fast pace, I will conclude by keeping you informed with our regular updates and please let us know if there are any areas we have missed.

Barrister secures PCC post

Caernarfon born barrister Winston Roddick QC has been elected as the first North Wales Police and Crime Commissioner.

Mr Roddick, an Independent, led in the first round following voting on Thursday 15 November, picking up 25,715 votes – 2,649 more than his nearest rival.

He failed to pick up the 51 per cent share of the vote needed to avoid a head to head with the second placed contender but stretched his lead in the second round, picking up 9,997 second preference votes.

Mr Roddick has had a long and distinguished career in the criminal justice system and was Wales' first Counsel General, the most senior legal adviser to the Welsh Assembly.

He began his career as a police constable, walking the beat on the streets of Liverpool, before turning his attention to law. He has worked as a barrister in Wales and London and as a Recorder in the Crown Court at Caernarfon, Mold and Chester. His late brother, Tom, was a senior officer with North Wales Police.

Mr Roddick says he intends to find an office away from Police Headquarters, subject to the availability of funds, to maintain his independence.

Since his appointment, he has already engaged in dialogue with the Federation and sends our members this personal message

"It is an honour to have been elected as the first Police and Crime Commissioner for North Wales and in spite of the low turn-out the people of North Wales have shown that they want an independent commissioner," he explains.

"We now need to ensure that this new role works effectively for the



communities of North Wales and without a doubt that includes the policing community so that we can work together to ensure the best possible police service in the force area.

"As your Police Commissioner, I will act independently of any outside interference and I will not let politics get in the way of delivering the best possible police service. I also intend to keep in touch on a regular basis with your Federation representatives so that I am aware of your hopes and fears for the Force.

"During my campaign, I promised to increase the visible presence of the police, to ensure security at home and safety on our streets and to work with the Chief Constable, officers and staff. I promised to reach out and build partnerships inside and outside the criminal justice system and be accountable for every penny spent and every decision made. These are now my priorities.

"I know from experience that police work is demanding, sometimes difficult, sometimes very rewarding. These are tough times but together we can continue to make a difference.

"I look forward to meeting you during my tenure as Commissioner and I wish you a happy and peaceful Christmas.

"Nadolig Llawen i chi i gyd."

WIN A YEAR'S



FREE INSURANCE OR AN IPAD



Home Insurance



Car Insurance

Exclusive insurance tailored for the
Police Family for nearly 50 years

To be in with a chance of winning*,
call us for a quote:

0151 242 7640

Our Car Insurance is provided by RSA Insurance Group plc and our Home Insurance is provided by Aviva Insurance Limited.

Follow us...



@RSFedSpace

*Prize Draw Terms and Conditions - The prize draw is promoted by Roland Smith Limited. There will be one prize draw which will take place on 25 February 2013 to win either 12 months worth of Home and Car insurance (up to a maximum value of £1,000), subject to underwriting criteria OR a 64 GB Wi-Fi only iPad 3. To be in with a chance of winning, call us for a quote between 08 October 2012 and 31 January 2013. No purchase necessary. Full terms and conditions are available on request, email info@rolandsmith.co.uk

Roland Smith Limited, registered office address: 1st Floor, India Buildings, Brunswick Street, Liverpool L2 0XH. Registered in England & Wales No. 01073408. Roland Smith Limited is authorised and regulated by the Financial Services Authority and is a wholly owned subsidiary of Police Mutual Assurance Society Limited. Calls are recorded and may be monitored.

Brave officer awards 2012



John and Rebekah Harrison outside No 10 Downing Street.

PC 2824 John Harrison won't forget 21 June 2011 in a hurry.

John was working from Llanrwst Police Station when he received a call to attend Betws Y Coed railway station to detain a man suspected of breaching the conditions of the sex offenders' register and also to ensure he was fit and well. The man's family had reported him missing from home in the West Midlands and were concerned he was suicidal.

As John walked onto the platform, he identified the male. Suddenly and without warning, the man produced a knife and stabbed him in the head area causing a cut of about five inches. There was then a short struggle and a member of the public helped John until he was able to detain his attacker.

The court later heard how the man had travelled from his Birmingham home to Snowdonia where he intended to kill himself. He had two knives with him. After speaking to his solicitor, the man felt that he had hope and was at the railway station so he could return home to meet up with probation officers when he was

approached by John.

Judge Nic Parry said that John had displayed bravery and sensitivity: "Those are two qualities that we would wish to see in every police officer. It seems to me, and I may be wrong, that he continues to be traumatised by this experience." He added that he hoped that the officer would not be dissuaded from pursuing his career with the police.

Judge Parry also made a Crown Court commendation and a £250 reward order in respect of passer-by John Ashley Chawner, who bravely intervened when the officer was clearly in danger and the weapon was being brandished.

John was awarded the North Wales Police 2012 Fletcher Trophy for bravery and was nominated for the National Police Bravery Awards 2012.

John and his wife, Rebekah, travelled to London for the glittering awards ceremony at the Plaisterers' Hall in London. The ceremony was organised by the Police Federation of England and Wales and was sponsored by Police Mutual.



John (left) is interviewed by BBC Wales Radio.

On the day of the awards, it was an early start for John who gave a radio interview on the BBC Wales Good Morning show at Westminster Studios. The interview went out live on air at 8.20am and then it was straight back to the hotel for breakfast and to change into uniform to attend a reception at 10 Downing Street hosted by the Home Secretary, Theresa May.

The visit to Downing Street was the first opportunity to meet up with other police officers from police forces across England and Wales nominated for the awards.

A photograph opportunity was enjoyed by all present outside the most famous front door in the country.

Once the reception was over, John and Rebekah returned to the hotel to get ready for the gala dinner to honour all the brave officers who this year came from 34 separate police forces.

Paul McKeever, Chairman of the Police Federation, paid tribute to all the officers being honoured for their work. He said: "Each and every one of tonight's winners is an inspiration to us all. Their integrity and selfless dedication to duty epitomises the unique role of the office of constable. It is with great pride that we celebrate these amazing officers. Thank you to all of you and well done. You are a true credit to the service."

The Welsh regional winner was DC Andrew O'Flanagan from South Wales who was presented with his winner's 'trophy' by PFEW Chair-elect, our very own Steve Williams.

The night gave John and Rebekah the opportunity to socialise with various Chief Constables, including North Wales' Mark Polin, various MPs and other influential people within the world of policing and politics. At one stage, John was deep in conversation with Mr Tom Winsor. What was said is anyone's guess but I am certain that John made his feelings known!

The short but eventful trip to London to attend the Police Bravery Awards was very much enjoyed by John and Rebekah. While there, they even managed to squeeze in a West End musical and enjoy a delicious Italian meal at a trendy restaurant but John particularly savoured the chance of looking inside 10 Downing Street.

I attended the awards ceremony with the couple and I was struck by John's modesty as he really felt that his actions did not warrant all the fuss. On the contrary John, you fully deserved the recognition and I am pleased that you and Rebekah enjoyed the experience.

Simon Newport
Constables' Branch Board Secretary
North Wales Police Federation.



Linder Myers offers discounted legal services to Police Federation members, staff and their families.



LINDER MYERS
SOLICITORS

LOCAL + NATIONAL + INTERNATIONAL



SPECIAL OFFERS:

- Fixed fee conveyancing at £349 + VAT and disbursements on all properties under £500,000
- Free basic Wills with no hidden charges
- Divorce and contact issues with 30% discount off standard rates
- Lasting Powers of Attorney at fixed rates

We are proud to offer Police Federation members, staff and their families specially tailored legal services at reduced rates.

Linder Myers Solicitors also provides other legal services as below. Please contact us to discuss your requirements and we will be happy to help.

- Corporate Commercial
- Commercial Litigation
- Commercial Property
- Employment
- Trusts and Estates
- Family Law
- Residential Conveyancing
- Medical Negligence
- Personal Injury
- Regulatory and Compliance
- Training Academy

FREE INITIAL CONSULTATION

Call 0844 984 6447 or email
police@lindermymers.co.uk

“One of the nicest people you could hope to meet”



Award winner PC Meirion Williams is presented with his trophy by ACC Gareth Pritchard and Mark Isherwood AM.

North Wales Police Federation presents its annual Community Service Award to: ‘the officer of Federated rank who has on his or her own initiative made an unselfish contribution to community relations within the 12 months preceding the 1st April’.

The Police Federation Community Service Awards 2012 presentation evening was held this year on Friday 2 November at The St George’s Hotel in Llandudno.

This year’s winner was PC 1185 Meirion Williams who is the local School Liaison Officer for Conwy County.

The event was well attended and among the people turning up to recognise Meirion’s efforts were our chief officers and several members of the local Command Team.

Also present was the Secretary of

State for Wales, David Jones MP, together with members of the Welsh Assembly, namely Mark Isherwood, Ann Jones and Janet Finch Saunders.

Meirion was nominated for his award by six colleagues covering a variety of ranks from constable through to chief inspector and they were all extremely consistent in setting out the massive positive influence that he had upon the local community.

Meirion was nominated as he was considered to be the driving force behind Penrhyn Bay Junior Football Club, where he has been involved for more than eight years performing the roles of chairman, treasurer, groundsman and manager. He also arranged an annual competition attended by teams from across North Wales and the North West.

The club has grown to encompass up to 15 teams with ages ranging from five to 18 years, capturing in excess of 175 children within the club but obviously having a positive impact upon many more members of a much wider community.

Meirion’s nominations included the following summary which set out how he is viewed locally:

“Meirion is one of the nicest people you could hope to meet. He has a fantastic manner with young people and all the players at Penrhyn Bay Football Club know him and respect what he has done for them. The parents at the club also share this mutual admiration. He is a real role model for both children and adults and he does all of this with a constant smile on his face. The impact his voluntary work has within the community is immense and Penrhyn Bay, as well as the surrounding area, has benefited tremendously from his tireless and enthusiastic commitment to sport.”

During the evening, Meirion was presented with a trophy, a framed certificate and a cash bursary of £1,500, which was equally shared among the following local projects:

- Ysgol y Creuddyn
- Ysgol Glanwydden
- Penrhyn Bay Brownies
- Penrhyn Bay Junior Football Club.

Also nominated for this year’s award was PC Kate Parker for her work towards improving communications between the police and her community.

PC Parker has set up various social media links between her and the community of North Wales which she uses both on and off-duty to communicate with her 1,977 Twitter followers.

- If you wish to nominate an officer and can evidence an outstanding contribution to the community in their area then look out for details of the nomination process for next year’s award in April 2013.



Stretched to our limits

By Brian Robinson, JBB Chair

As the Chair of North Wales Police Federation it is appropriate that I reflect in general terms on what has occurred in the world of policing since the publication of the inaugural issue of "Your Voice" in August this year.

For many police officers, the bombshell of the changes to police pensions has left their future plans in complete disarray. The sight of officers typing their details into the Home Office pensions spreadsheet and their horrified expressions as they understand the personal implications of these proposals, has led to a new use of the term "negative equity". Officers with nine and 10 years' service discovered they now have longer to serve to obtain a full pension than the day they first signed up for a police pension. To rub salt into that wound, their final pensions will also be massively reduced.

This change to pensions combined with the effects of Winsor 1, the reduced police budgets and the potential for further cuts in Government spending on the police service has led to the biggest blows to police morale I have ever seen.

The murders of PC Fiona Bone and PC Nicola Hughes in Manchester showed the risks that every member of the police service undertakes every day that they put on the uniform or go out on patrol. The response on internet forums for volunteers to patrol Greater Manchester and to those who attended their funerals to honour the fallen officers showed the true public

service ethos of police officers.

I was privileged and proud to be able to attend the National Police Memorial Day in York where other fallen officers were also honoured. This was an extremely moving ceremony and included tributes to another recently murdered officer, PC Ian Dibell, from Essex who, while off duty in July, intervened in a street disturbance with tragic consequences.

The contrast with the behaviour of the now ex-chief whip Andrew Mitchell over the 'plebgate affair' could not be greater. This is probably why a YouGov poll on policing showed that 65 per cent of respondents in Wales had little or no trust in the Prime Minister or Home Secretary to deliver an effective police service. In comparison, more than 58 per cent of respondents trusted chief constables to deliver.

Locally, we have been faced with huge operational demands with several major murder investigations ongoing, the provision of assistance to Dyfed Powys Police in the search for April Jones, as well as the extra demands that will be placed on the Force with the re-investigation of sexual abuse in the care homes of North Wales in the 1970s and 1980s.

It is the impact of these events that I believe shows why cuts to policing, disproportionately harsh when compared to the rest of the public sector, are so short sighted.

The number of front-line officers has been cut and will be reduced further to meet the reduced budgets. Presently, we

are only just able to respond quickly and effectively to our front-line duties as an emergency service. To meet the recent exceptional demands of several major incidents has stretched the Force to its limits.

We have only been able to sustain this response by relying on the heroic efforts of uniformed officers and detectives who have worked excessive hours to ensure that offenders are brought to justice and that the public – and particularly victims – have the same level of protection they once took for granted. I must similarly recognise the contribution of our police staff colleagues who have also risen to the recent challenges by working relentlessly long hours and similarly giving up their rest days. Their support has been invaluable.

It is my fear that cuts in other public sector budgets mean that police officers are now dealing with problems that are more medical than criminal in nature. There are likely to be other unintended consequences of public spending cuts, for example, more crashes as road maintenance budgets are cut and traffic improvement schemes are shelved. Higher unemployment and lower benefits are likely to lead to more individuals being pushed to the margins of society. As officer numbers are reduced, it will inevitably lead to some officers being burnt out. But take heart, Mr Winsor, the Chief HMIC, will happily see you made redundant if his proposals are accepted in Winsor 2.

Nationally, there has been an important election with our colleague Steve Williams becoming Chair-elect of the Police Federation of England and Wales. He is due to take post in January 2013. To say that he will have a difficult task ahead of him is an extreme understatement, however, we wish him well in the years ahead and we will offer him every support possible in his role.

The newly elected Police and Crime Commissioner for North Wales is Winston Roddick who took up office on 22 November. He will have an important part to play in ensuring that North Wales remains a safe place and an area that has an effective and motivated police service. It bodes well that he has already taken the opportunity to engage with NWP officers in this edition of our magazine (see Page 3).



Where have all the Cops gone?

The season of goodwill

By Chris Warner, JBB Policy and Consultation Manager



As Christmas approaches, we will soon be upon the 'season of goodwill to all' but not if this Government has anything to do with it.

An economic recession, severe austerity measures, the worst swingeing cuts imposed by a Government in terms of police officers' pay and conditions and, on top of that, a three-year pay freeze in the public sector. Surely it cannot be a surprise that the police feel unjustly under relentless attack and undervalued?

Police officers do not join the service to become highly paid. They join due to a

sense of vocation to serve and protect their fellow citizens. In return, they expect pay that is fair, a fair means to negotiate and a reasonable pension that recognises the demands they face and the contributions they make.

A police service without industrial rights has been an easy target and the stark reality of the effect of the cuts is already unfolding due to the unrelenting pressure of national and local operational commitments that have recently included:

- **Our Police Support Units for the first time having to help the Met bring law and order back to the streets of London during the riots.**
- **Like other Forces across the country, NWP played its part in ensuring the safety of the public and visitors at one of the most successful Olympic Games ever held - despite the G4S debacle.**
- **The Force grappling with the unprecedented challenge of several difficult and complex murder investigations and major incidents entailing search operations over vast geographic areas. These are stretching the resilience of our front-line staff to its limits.**

As usual our staff have had to put up with the hardships of long hours, lack of

sleep, missed meal breaks, cancelled rest days even the withdrawal of their summer holiday with their family. But the stark message coming from the front-line is that this expected level of goodwill should no longer be taken for granted.

This erosion of the tradition of goodwill is a direct consequence of the Government's sweeping changes imposed on pay, conditions of service and pensions that has left the majority of our members feeling wounded and demoralised. This is not to mention the possible implications of all this on the calibre of future recruits into the service or maybe that has been taken into account by the Home Secretary who has publicly backed a fast track system of direct entry at superintendent rank and more involvement in policing by private companies such as G4S.

The Government must wake up to the reality that this loss of goodwill is even more of a risk to the future of our fine organisation than a 'Christmas for criminals!'

Another year dawns and brings with it new hopes, new dreams and new aspirations. Despite the setbacks, our New Year's resolution must be to remain united in our resolve to influence the reform agenda and shape the future of policing in the best interests of the public we protect and our staff. Nadolig llawen pawb.

Congratulations Sue

PC Susan Carrington stationed at Flint has won an iPad 3 in the first ever prize draw held by the Federation Constables' Central Committee on its newly launched website.

Susan said: "I can't believe it, I would never been able to get an iPad for myself with a young family."

Sue, who has 16 years' service, went onto explain how she and many colleagues rely on www.policeconstables.org to keep up to date with latest developments and information about whats going on with policing.

Zac Mader, PFEW 7 Region (Wales) national constables' rep, met Sue at Mold Police Station to present the prize and heard that many officers share Sue's concerns about pay, pensions and the effects on the service to the public if police cuts continue.

Zac said: "It was fantastic to hand the iPad 3 to the prize-winner from the constables' website.

"The constables' website will assist in getting the vital updates and messages out to our members.

"I would encourage all to get involved in the interactive forum, as this gives members the opportunity to share best practises and have informed debates on topical issues with colleagues from all over the country.

"Be part of the constables' website and make a difference. The next prize draw winner will receive an iPod Nano."

The Constables' Central Committee wishes Sue and her colleagues policing in Flintshire all the very best and again offer her congratulations on winning this great prize.



Sue with Federation regional rep Zac Mader.



It's what we do that counts

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

On Monday 1 October 2012 a major search was launched for five-year-old April Jones who was feared to have been snatched off the streets near her home in Machynlleth.



A local man well known to the community was charged with April's murder even though we had still not found her. As this shocking major incident unfolded, the town, the surrounding community and, in fact, the whole country, pulled together in a show of community spirit that astounded police officers who were deployed on mutual aid to Dyfed Powys Police area.

Together with other members of our search team, I was sent to help in the rigorous search of the town and the surrounding vast countryside. Our tasks were wide-ranging, from searching the dustbins on the estate where April and her family live to beating our way across hillsides through bracken and bramble.

Some days we would return soaked and exhausted from an unsuccessful search to the town that had been adorned with pink ribbons as a striking symbol of hope that

April was still alive.

The warm welcome we received from the army of volunteers at the town leisure centre who constantly served up hot meals, sandwiches and warming drinks was exceptional. The world's Press had descended on Machynlleth and, in the full glare of the intensive media spotlight, the town and all the emergency services joined in a massive search 24/7.

On a daily basis, the centre would be visited by people not only from Machynlleth but from across the country. Some had driven from as far away as Scotland, through the night to bring food for the searchers. Cars, vans and lorries would arrive, weighed down with provisions.

One of the volunteers had overheard a group of searchers saying that they were beginning to flag and that they could feel the start of a sore throat. Within hours, various remedies had arrived at the centre along with towels, socks, underwear and toiletries.

On behalf of the search team, I would like to thank one member of support staff in particular for his hard work while we were in Dyfed Powys. Pete Chegwiddden watched over us, ensuring we had sufficient hot food and drink and looked after our equipment needs.

The North Wales Search Teams were stood down and recalled to the Force on 18

October, following the murder of Catherine Gowing in the Mold area. Further searching within Force followed.

During both these tragic incidents, the Force as a whole has pulled out all the stops, having to cover for those deployed on mutual aid and, in our own case, cover the numerous scenes, again 24/7.

If that wasn't enough to contend with, there then followed an arson attack in Prestatyn that claimed the lives of Lee-Anna Shiers, Liam Timbrell, their one-year-old son Charlie, and their nephew Bailey (4) and niece Skye Allen (2).

At the time of writing this piece, the decision of the Police Arbitration Tribunal (PAT) in respect of submissions the PFEW made following the failure to agree at PNB, is still awaited. The proposals of Winsor 1 are almost fully in place, the outcome of the PAT will give detail of what Winsor 2 will mean for the service. Subjects such as fitness testing and compulsory severance are a part of Winsor 2.

The Home Secretary has also instigated a very short consultation period of two months on a proposal to replace the current framework we use for pay, the PNB, with a Pay Review Body.

Again the team at PFEW are fully engaged in that process. Communication from the centre to the membership has been an on-going problem and to that end Richard Eccles (North Wales Police Federation JBB Secretary) has very recently circulated a request that members of the Police Federation supply up to date contact details, including e-mail and mobile numbers. This request has been made because the Federation - both at a local level and nationally - want to be able to share information and updates with the members more freely. Please do make the effort to send in your updated contact details.

Through a good deal of hard work, we managed, after what seemed to be an uphill struggle, to get 100,000 plus electronic signatures on the e-petition in respect of police pensions. This subject was pushed heavily through the use of Social Media, so if you use Twitter then follow @NWalesPoliceFed and on Facebook look for the North Wales Police Federation.

Finally, may I take this opportunity to wish you and your families all the very best wishes for Christmas and the New Year, 2013.



Will it make a difference? **Well it should!**

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

For those of you that know me well, I am a 'glass half full' person and will always try to see the 'silver lining on every cloud'... oh how those clichés roll off the tongue... I sound like a politician!

However, at this moment in time there is no good news - despite what we are led to believe. I have no reassuring words about what the Government is so clearly doing to us. It's not just about the money it is about breaking down everything that makes us the 'best police service in the world' and the Government getting absolute control.

So I have decided with this article to bring it back to a local perspective and talk about the 'Cultural Survey' which had a 58 per cent return from those of us that bothered to fill it out. At this point, I must thank Mr Polin for having the nerve to do the survey when other Forces have not done so for fear of what may come out, bearing in mind the cuts. It is probably the worst time any of us have ever known and it was a brave decision to let us have free rein to tell it as it is. And, no he hasn't paid me to say this.

I was very keen to complete the survey, to vent my spleen on how I see the world. I thought it was important to talk about the national issues and not just about NWP as suggested. They affect the way I feel and work probably more than what happens on a day to day basis. I was quite happy to put my name to my views in the hope that I would win the fantastic prize of an Apple iPad kindly donated by our Federation sponsor Chris Spillane. Congratulations to Helen who was the lucky winner of this great prize.

We all have our views about how surveys are completed. Are the questions loaded so



The Federation prize of an Apple iPad 2 is presented by sponsor Chris Spillane, managing director of Spillane and Wealth Management, to the winner, Helen Jones, a dispatcher at the FCC.

that they return what the Force wants to hear? You can put a positive spin on stats whatever they tend to suggest and so on and so on. I get that but what I want to concentrate on is the free text comments that I have been able to view. They give a real depth of understanding how the staff feel about their organisation.

Communication – The most important skill that many of us have and it's not just about talking at people but more importantly listening to what others have to say. The comments around this subject are vast and YOU are saying things such as 'talk to staff who are actually involved, before decisions are made', 'be open and honest', 'ensure mixed messages are not being sent out', 'be more aware of what the public wants/needs'. I could have another holiday if I had a £1 for every time the comment 'listen to officers' appears in the comments. I hope they send out a message loud and clear: police officers from around the Force don't feel that senior managers are listening to them and they feel that they are feeding a machine that doesn't see them as individuals but just robots with little or no discretion.

What does stand out for me when you look at the survey is the comments throughout stating that staff were more likely to be happy with things than police officers. What does this say about the way in which police officers are being treated? Are we all moaners and whingers? No, I don't think so. Senior officers, you need to address this and remember that we are the front-line of policing and the ones delivering that prevention and detection of crime. It doesn't

appear that we are working as 'One Team' and this saddens me more than anything.

I could go on all day about what this survey means to police officers in NWP but all I will say is that it sends out a very clear message that things are not right.

So, with a seasonal touch, here's our Christmas wish list....here's hoping!

On the first day of Christmas NWP gave to me - lots of time for listening

On the second day of Christmas NWP gave to me - feedback for the good work that I have done

On the third day of Christmas NWP gave to me - a big dose of honesty and transparency

On the fourth day of Christmas NWP gave to me a massive cut in bureaucracy

On the fifth day of Christmas NWP gave to me – a damn big boost in morale.

Yes, I know I should stick with the day job...

Maybe all that work around the Strategy Maps could have started from the bottom up instead of top down... just a thought!

On a serious note, the Force needs to show us that it is doing something about what the survey has highlighted and not spinning it by saying things like: 'More than three in 10 of the respondents agreed that there were good lines of communication'. Doesn't that mean seven in 10 disagreed?

The Federation believes that there needs to be a clear message delivered as to how the Force is trying to improve those things highlighted in the survey. It cannot just be put to one side to have another go next year in the hope that the stats prove things are a little better.


We want action and an acknowledgement that police officers are not happy in their work but always do their best to ensure that their communities are policed effectively.

I think we all support the concept of being 'One Team' so use this feedback to help us achieve this, Mr Polin.

And, finally I would like to wish you all a very Merry Christmas and Happy New Year. Please stay safe and ensure that you spend that quality time with friends and family.

See you in 2013.





You protect and serve. We protect and serve you.

Russell Jones & Walker, part of Slater & Gordon Lawyers, has been working with the Police Federation for five decades, representing Police Officers in personal injury, defamation and employment claims, against claims of misconduct and criminal behaviour and in family law matters.

We've unrivalled experience of winning cases, protecting your job, your income and your reputation.

We're the national service that's always personal, and always close by.

In the event of an accident or emergency, or for free personal legal advice call 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.

www.rjw.co.uk/policelaw

Our offices: London Manchester Birmingham Bristol Cardiff Milton Keynes Newcastle Sheffield Wakefield Associated office: Edinburgh.

Russell Jones & Walker Solicitors is a trading style of Slater & Gordon (UK) LLP (OC371153); Slater & Gordon (UK) LLP is authorised and regulated by the Solicitors Regulation Authority.



www.pfclaimline.co.uk

£29,000,000

**RECOVERED SO FAR FOR OFFICERS INJURED ON OR OFF DUTY
AND THEIR FAMILIES... AND COUNTING.**

PF Claimline can help recover compensation if you or your family are injured in the same or separate accidents, on or off duty, including road traffic accident claims that can be processed in as little as 3 weeks from initial contact to settlement.

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 3 years we've recovered £29million 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

*Lines are open 24 hours, 365 days

A view from the middle

By Mark Davies, Chair of the Inspectors' Branch Board

Save your pension

Since I last wrote, Home Secretary Theresa May has published information about what the future looks like when officers retire – a lot bleaker than many officers expected when they swore on oath to keep the Queen's peace.

Not only that, but officers will have to contribute substantially more and work for considerably longer.

I know we are all living longer but I doubt whether the Great British public is going to be reassured by the sight of 60-year-old officers plodding the streets; nor do I expect the young criminals of tomorrow to be respectful to 60-year-old officers who may have to grapple with them.

But don't worry, that nice Mr Winsor has proposals – introduce a compulsory fitness test and if the old duffers can't pass the test they can be shoved into back room jobs and forced to take a pay cut or forced out of a job altogether (and save on wages and defer the pension).

Mr Winsor's proposals are just that at the moment (they are being considered by the Police Arbitration Tribunal) and Mrs May's changes to pensions need a change to the law.

I have heard a lot of colleagues express their frustration and anger about the changes and blaming the (Police) Federation for the changes that been forced on us all and those that are threatened.

Nationally, the Federation has been exploring options to take matters to the courts – don't pin much hope on that. Locally and nationally we have been running media campaigns to draw attention to the problems that everyone involved in policing forecasts as a consequence of the budget cuts to policing.

However, if you care about your pension, particularly those of your younger colleagues, you need to do something about it now.

Write to your MP. Get your family to write to their MP. Tell MPs about your

anger and frustration and there is a chance that when the time comes for Parliament to vote on legislation to introduce Mr Winsor's and Mrs May's proposals that there will be sufficient rebels to defeat the Government, just like the vote on the EU budget.

Raising the bar for Welsh

North Wales Police (NWP) is considering raising the standard of Welsh for everyone seeking promotion. NWP has made huge strides forward to provide services in the medium of Welsh. That has involved a big programme of training to teach Welsh at our organisation's expense, in work time.

However, the current mandatory standard (Level 2) for existing officers to achieve for promotion is to be able to meet and greet in Welsh and pronunciation of Welsh names. That can be achieved by self-learning with a package circulated on the Force intranet. But a lot of colleagues have struggled to do that.

I have been lucky enough to benefit from one of our in-house Welsh courses and have reached Level 3 – the proposed standard to achieve for those seeking promotion.

This level cannot be achieved by self-teaching and will require at least a two-week training course. So the question is whether NWP can deliver sufficient courses for everyone seeking promotion – and if this is not possible, how will candidates be chosen fairly? If staff are promoted and then put on Welsh courses as they become available, what will be the outcome if they fail the course?

What will be the cost to NWP of the courses and the loss of service while the courses are being run? In a time of austerity, when services to the public are under threat, is this the best use of public money?

I haven't answered the questions but many colleagues have. The feedback from our Force-wide consultation process shows that while there are some enthusiasts for the proposals (almost exclusively people who are learners) most colleagues (particularly fluent Welsh speakers) are less than enthusiastic, particularly in this difficult economic climate. They are not against promoting the Welsh language

but believe that the focus of police spending should be on core policing.

I am sure that the public of North Wales will have strong views – some for and some against. I am pretty sure I could guess what the majority view would be if they had a say in what NWP priorities should be.

Vanguard

Vanguard is the name of the latest group of consultants to be paid to tell most of us in NWP what we already know.

The Vanguard approach is using something called 'systems thinking'. In essence, it about designing the right system and then the organisation is almost certain to succeed. The approach recognises that the people best placed to identify what the right solution is, are the people doing the process and probably not the senior managers. Traditional management thinking is for managers to set out a process or system, introduce lots of checks to 'minimise' risk and when there are problems, to blame the workforce and rectify it by incentives, training or the threat of consequences.

'Systems thinking' accepts that there may be hiccups along the way to achieving or designing the best system. It demands that senior managers accept responsibility for other people's mistakes and learning.

The system recognises that most people do not set out to mess-up and if they do it is most likely the fault of the system rather than the individual.

(Apologies for over-simplifying the explanation).

I am told that NWP senior officers have bought into the Vanguard.

If we are all to believe that the senior officers have bought into it, they will have to do more than just say they believe in it. Senior officers need to show they are prepared to accept that when things go wrong it is most likely the fault of the system and not individuals. There needs to be a radical review of policy and procedure, as well as a massive change of attitude in the way that internal investigations and professional standards are applied.

We need a metaphorical star in the east!

I hope that the Christmas holidays and 2013 bring you what you want and hope for.

Nadolig llawen pawb.

HEDDLU G
NORTH WA
TAFELL L

SANTA'S GROTTO



"Even I cannot get

NOGLEDD CYMRU
SALES POLICE
LLANPWLLGELLI ST

NWP ESTATES Ltd
FOR SALE



the G4 Elves to turn up!"

Proud, honoured and privileged

**By new national Chair, Steve Williams,
North Wales Police**

In early 2013, I take up my appointment as the national Chair of the Police Federation of England and Wales.

It is a great opportunity and I am proud, honoured and privileged to have the role. I was pinching myself at 10 Downing Street when I attended the Police Bravery Awards in October that I, from a small town in North Wales, am Chairman of this fine organisation.

It's not going to be an easy time but I firmly believe I have the right qualities to make a difference. I am not being cocky but I wouldn't have put myself forward for this role if I didn't believe I have the skills, background and ability for this role.

I have big shoes to fill and Paul McKeever is not going to be an easy act to follow. But I am my own man and I am looking forward to being given the chance to shape things my own way. I am not Paul McKeever but if I can look back and say I've achieved anywhere near as much as he has in the past four years, I will be a happy man.

I want to make sure that we move forward. We have at times been accused of being not willing to change but I want to make sure that is no longer the case. I want to be seen to be at the forefront of what policing should be like.

I am a firm believer that we've got to work together on a national level, and that's not just the police, but the wider police family – ACPO, the Superintendents' Association, UNISON and so on.

At times we have been reactive, but I want to see us become more pro-active. We have been disjointed at times for various reasons but there is just one national voice, the Police Federation, and I want to make sure that everyone is singing



off the same hymn sheet.

I'm becoming Chairman at around the same time that a new police minister is in post so I'm hoping the situation will provide the opportunity for a new start. I've already had an opportunity to meet with Damian Green and the Home Secretary, and I think we're all looking at this as a blank canvas.

One of the criticisms around the Federation is that we're often seen to be Luddites or die-hards and not willing to bend, change or look to the future. That's something that I don't think is true, and something that I'd like to address with the Government.

Obviously, PCCs have now been elected and I believe we've got to work with them. They have been forced upon us but we have to deal with that and work with them.

The thin blue line is just about at breaking point. The issue of morale is no quick fix and will take time but PFEW need to play a pivotal role in all that as we look to address 'efficiency and effectiveness' of the service.

There are some very angry people out there. With that in mind, I think it's hugely important that officers are aware of what the national ballot will actually mean and its implications. Clearly, we've got a key role to play in that as a Federation, and

it's of paramount importance that we communicate with our membership so that they fully appreciate both the pros and cons of what it actually means to seek industrial rights.

There are some out there who think that if we were to vote yes on industrial rights today, we'd be in a position to strike tomorrow. That's far from being the case.

There are consequences to the actions we take, not least in terms of what the public may think. There are lots of issues and concerns around the knock-on effect it will have to do with the office of constable itself. I understand the anger from some of the membership, but we've got a very important part to play in making sure that officers are informed.

Another thing I'm interested in doing to inform debate in May is commissioning a public survey to see what the public as a whole want the future of policing to look like. No-one's asked them yet.

We've got an opportunity to help shape what the service should be – we can't just keep going nose-to-nose and bellyaching about our lot.

Communication will be key. And we now look to see how we can improve our messages of support and achievements. There are 43 branch boards in England and Wales but only one voice at national level; the voice of PFEW.

Detectives honoured at awards ceremony

By Keith Jones
DI/DCI Fed rep

The Police Federation National Detective Forum (PFNDF) Seminar and National Awards ceremony was held at Celtic Manor Hotel, Newport on 3 and 4 October 2012

Excessive hours

The first input on Wednesday afternoon was a presentation by Professor Peter Turnbull and Dr Victoria Wass, co-authors of the ICC commissioned Time for Justice survey. They looked at the culture of long hours and heavy workloads among the inspecting ranks and applied the findings to detectives.

Overworked detectives are feeling the heat of cuts to policing and force expectations that more must be done for less, according to latest academic research.

The study by Cardiff University focusing on the inspecting ranks found those involved in CID were at the cutting edge of "a macho culture" in policing that accepts long hours as part of the job – and which is placing some officers at risk of burning out.

Now the scope of the research will be widened to examine how other ranks – such as sergeants – are coping with the demands of policing in austerity.

Prof Turnbull accepted the demands of investigation often required bursts of intense activity. But while officers were sustained on adrenalin in these cases, he said the survey, covering England and Wales as well as Scotland, had found many were not being given an adequate opportunity to recover when the pressure was off.

Prof Turnbull told the seminar: "In fact, CID has proved to be one of the best predictors for those who are likely to say yes to long hours – you are putting yourselves at risk."

Op Bulwark – Raoul Moat

Det Chief Supt Neil Adamson, Northumbria Police, PIP Level 4 SIO on Op Bulwark, gave the final presentation on Wednesday

afternoon.

We all remember the dreadful events of July 2010 when Moat initially shot his ex-partner and her new boyfriend, fatally injuring the latter. Twenty four hours later he shot and blinded PC David Rathband as he sat in his patrol car. The ensuing man-hunt for Moat, which culminated in him taking his own life in Rothbury eight days later, captivated TV audiences across the country.

This was a 'closed' session so I can't include all details of the investigation and tactics used, but the scale, speed and complexity of the situation as it developed was both fascinating and frightening. I recommend D/Ch Supt Adamson's presentation to any detective, SIO, TFC or Gold Commander who has the opportunity to hear it.

Gala dinner and award ceremony

The Wednesday evening was taken up by the gala dinner and awards ceremony. Delegates were given a warm Welsh welcome by the Gwent Police male voice choir who kept everyone happy by including 'Swing Low' and 'Hen Wlad Fy Nhadau' in their repertoire.

Services to Detectives' Awards

The 2012 award in this category went to DC Cath Easton of Northumbria Police for her outstanding contribution to helping the most vulnerable in society. Her significant contribution in developing the work and training of SOLO (STOs) in Northumbria and her success in a complex and sensitive probe into a serving officer involving multiple vulnerable victims, made her a most worthy winner.

Special Recognition Award

Chief Constable Jon Murphy, Merseyside Police, received the Special Recognition Award. Mr. Murphy is well into his fourth decade as a police officer and has served as a detective in most ranks.

The ACPO lead for 'Crime Business Area' said when he received the award '.....never before have I been commended by the

Federated ranks – frankly I feel very humbled by this and the award means more to me than all of the others."

Student Detective of the Year

DC Marie Palak, Greater Manchester Police, received the Student Detective Award after scoring the highest national exam mark.

Investigation of the Year

This year's Investigation of the Year Award was won by the North West Counter Terrorism Unit for an extraordinary result with Operation Munda which targeted Islamic extremists encouraging socially vulnerable young people to fight in Afghanistan.

Detectives - A Man's World – Fact or Fiction

Thursday morning started with a discussion between a panel of female detective officers from all the Federated ranks, including our very own DCI Siân Beck, and the delegates. The topics discussed included caring responsibilities, flexible working, fitness testing and excessive hours. It was pleasing to hear that the panelists did not feel that their detective careers had been negatively affected by gender.

National Crime Agency

Chief Constable Keith Bristow from the National Crime Agency attended the seminar again this year to provide an update on progress. One interesting development is the potential for serving police officers to apply for NCA jobs and keep their police pension entitlements. CC Bristow stated he was eager to attract the best police investigators to the agency. The target date for the NCA to become operational is 1 October 2013.

A comment to finish. This year, two nominations from North Wales were submitted for the Investigation of the Year Award, two more than last year. In my humble opinion, they were worthy submissions in a category with very high standards, that did not quite reach the mark. Despite this, can I ask everyone to consider nominations in all categories for next year's awards? CC Jon Murphy summed it up for me this year when he said: "A commendation is only as good as the person who writes you up". So please, write them up!





Health and Safety: the myth and the magic

By PS 965 Mickey Roberts
Flintshire Sgts Federation representative
Federation Health and Safety Leader

Of all the issues that affect staff I think I can honestly say health and safety is probably the most misunderstood. It appears to be the phrase most likely used to trivialise actions taken by companies to protect staff.

There is a perception that health and safety has created massive barriers to prevent staff from undertaking basic tasks when the reality is that it has provided a better safer working environment for staff – police officers in particular.

Below are some of the myths that you frequently hear regarding health and safety.

Half-truth
Schools have banned conkers.

Truth
This story, more than any other, epitomises the trivialisation of health and safety. In fact, two schools are known to have asked children not to bring conkers in on the

advice of doctors as children had severe nut allergies. In addition, one primary school headteacher brought in safety goggles for his pupils to play conkers. However, he stated that the reason behind this was that he wanted to make a statement over the increased fear of litigation. This point seems to have been lost on the media.

Myth 1
There are now more regulations and red tape than ever.

Truth
In actual fact, there were more than twice as many health and safety regulations and laws 35 years ago than there are now. The legislation that remains is now generally more simple and easier to understand.

Myth 2
Workplaces are 'risk averse' and employers are overly cautious because of the fear of health and safety regulations.

Truth
There is no evidence that employers are

being 'risk averse'. The fact that over a million workers get injured every year and 25,000 people are forced to give up work because of injury or illness caused by work shows that employers are very much taking risks with their workers' health. Most of these injuries could have been avoided if employers had implemented proper safety procedures, but research has shown that around half of employers have not even done a simple risk assessment (a legal requirement).

The media portrayal of health and safety is clearly very selective and rarely advertises the good news.

THE POLICE:

How has health and safety had any effect on police officers? Think of body armour, CS spray, radios, handcuffs, Taser, police vehicles with bubbles, custody suites, management of incidents and so on. Those who have been in the job a few years will recognise the vast improvements in equipment, uniform and working practices. That is not to say that the job is any less

dangerous, it is still as dangerous as it has ever been, but many of the risks have been identified and acted upon.

It is impossible to eradicate every risk but they can be reduced in many cases. Having said that, there is still room for improvement and there are still gaps in the organisation which need addressing.

Before action is taken, it is crucial that we have the full picture of the risks that our staff are exposed to and the starting point for this should be the submission of HS1 (near miss) forms.

The submission of these has reduced dramatically in the last three years for whatever reason, although I suspect that it is because we have stopped submitting them for being below desirable staffing levels – the reason being that we no longer agree on what they should be following the changes to hub policing and back.

There have certainly been objections, disappointingly, from management over the years as regards the submission of these forms which shouldn't be seen as criticism of NWP but a way of progressing working conditions. Staff should be submitting them whenever they perceive that they have been subjected to any risk and we are lucky that we have a supportive Health and Safety management team who welcome their submission and recognise that it is better to err on the side of caution by submitting one rather than not bother submitting one at all.

HAS ANYTHING BEEN ACHIEVED BY THE SUBMISSION OF THESE FORMS?

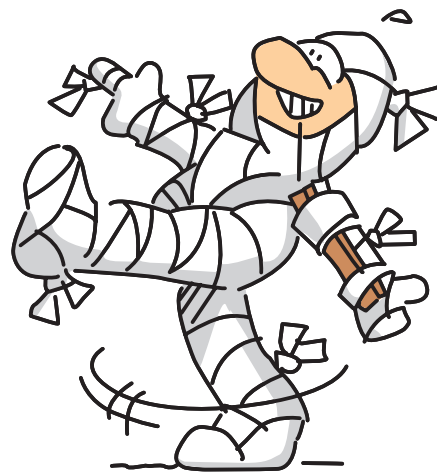
Many of them deal with very basic risks which are addressed at the time. The difficult ones tend to be when staff submit them for the "grey" areas of our work, staffing levels, rest breaks, shift changes, stress and so on.

1. There is no doubt that the submission of them with regard to staffing levels three years ago resulted in a safety improvement notice being served upon North Wales Police which forced management to assess the staffing levels at the time and to formulate desirable staffing levels. This appears to have fallen by the wayside in view of the changes and there is no doubt that it needs looking at again with the submission of forms now being non-existent with regard to staffing levels.
2. Wrexham Football Games – last year

three members of staff were injured at one of these games and due to the submission of an HS1 form a full safety inspection was undertaken of the operation. There were many points highlighted as a need for improvement with regard to the PSU operation and the welfare of the staff.

These were acted upon for the next game but sadly the welfare aspect was ignored for this season's game. The safety report was again brought to the attention of the commanders and, to their credit, they have acknowledged the lapse and undertaken to address the welfare aspects highlighted. The current system whereby staff involved submit de-briefing forms which are then actioned is a vast improvement on the previous year and provides a clear audit trail to show improvement

3. Rest breaks – the submission of HS1 forms some years ago resulted in a landmark case enabling custody sergeants to be entitled to a rest break. I would remind officers that this is still the case and at the moment we are having difficulty in capturing the evidence that officers do not have the opportunity to have a rest break.



WHAT NEXT?

There will be no progress on any issues unless we can get a baseline picture of the problems which staff are experiencing and capture the evidence. The recent major incidents across the Force have thrown up many examples with regard to duty changes, long hours, travelling times, no rest breaks, and members of staff being on point duty for hours with no toilet facilities.

Some of the tales being mentioned are horrendous but has any member of staff submitted an HS1 form? Not only have the staff involved not notified anyone but management, who should have foreseen some of the issues, have put it in the "too hard to do box" and effectively ignored it.

I accept that the last thing that staff want to do at the end of a shift is submit a form BUT it is these forms which effect change because someone MUST look at the issues raised. If you don't raise them then they are ignored.

Could I request that any member of staff who feels that they perceived a risk to themselves or others within any working practice, submit an HS1 form, especially with regard to staffing levels?

Any member of staff who gets stressed due to being unable to take a rest break during the course of their shift should submit a form if they feel that it is putting them at risk.

Any member of staff whose welfare is put at risk due to being denied basic eating facilities or toilet facilities should put in a form.

Supervisors who are aware of officers working double-shifts, very short changes between tours of duty and so on should at least be looking into the reasons for this and submitting forms if they perceive a risk to those officers.

We desperately need to capture the scale of the issues I have highlighted from all staff rather than the occasional report from a Fed rep saying staffing levels are low.

Health and Safety is not everyone's cup of tea and the benefits are often overlooked. I'll leave you with this thought. We have just had the most glorious Olympics where Great Britain has surpassed itself with the building of the stadiums, number of medals won and the general organisation of the event. Needless to say there was no mention of the fact that this is the first time ever that Olympic Stadia have been built and there has not been a single death during the construction. This was due to Health and Safety but I don't suppose a gold medal or any headlines will be forthcoming with regard to that.

Submit your forms, notify your Fed rep or send me an e-mail with any issues you have and maybe we might make progress.



PRIVATE HEALTHCARE THAT REALLY STACKS UP!

Special rates for Police Officers, Police Staff and their families

This scheme offers the following:

- Fast access to diagnosis and treatments, at a time that suits you
- Comfortable private facilities if you need hospital treatment
- Simple to claim with most treatment agreed over the phone
- A 24 hour helpline to give you advice and counselling for health related and lifestyle issues

The monthly subscriptions are as follows:

These rates are valid from 01/01/2013 - 31/12/2013

	Age 0-29	Age 30-39	Age 40-49	Age 50-59	Age 60-64	Age 65+
Single	£39.50	£52.50	£62.50	£82.50	£99.50	£127.50
Couple	£77.00	£99.50	£124.50	£164.50	£199.00	£250.00
Family	£97.00	£119.50	£144.50	£184.50	£230.00	£280.00
Single Parent	£59.50	£72.50	£82.50	£102.50	£129.50	£157.50

If you require any further information on the **No1 Police Healthcare Scheme**, visit us at www.no1policehealthcare.co.uk or call **0800 0858 999**



Helping you help yourself

By Mel Jones, Assistant JBB Secretary

In these austere times, it is becoming clear that officers are, and will in the future, be experiencing financial hardship for a variety of reasons. We are now being contacted on a regular basis with requests for financial help which sadly the Police Federation is unable to help with.

The only avenue for help internally is the North Wales Police General Fund which was established to provide, in appropriate cases of need, monetary loans and grants to its members.

The cost of being a member of the Fund is £2.00 monthly which is deducted from salary.

The Fund provides the following benefits

- **Interest free welfare loans**
- **Grants**
- **Death in service grants for serving officers, spouses and children**
- **Retirement grants**
- **Travelling expenses to convalescent homes**

The Fund is managed by a committee comprising officers of all ranks which meets

quarterly.

Officers requiring help are provided with a self-explanatory application form. In the case of urgent applications, any assistance can be authorised by the Executive Committee outside the formalised meetings.

When an application is heard by the committee the identity of the officer requiring support is protected at all times.

Loans and grants are provided for a variety of reasons and invariably the committee looks to respond favourably to any application.

During the past 12 months, the General Fund has provided loans and grants of almost £25,000, retirement grants of £1,800 and travelling expenses to convalescent homes of £1,270.

The officers we are able to help are eternally grateful with a number being initially unaware that they were members of the Fund until they contacted the Federation for assistance.

The Fund receive numerous letters of gratitude for the support provided and I append below an extract from one of the

letters received.

'We have received your letter confirming the application for support was approved and we were both overwhelmed and humbled by the generosity shown to us. We have obviously suffered severe financial hardship and have had to cancel a number of plans that we had made as a family and the next few months are going to be extremely difficult. It is difficult to express how truly grateful we are for the support that you have shown our family but we would want you to know that we feel completely indebted to you for your kindness, support and consideration for which we will always be grateful.'

If you are not a member of the General Fund I would implore you to give the matter serious consideration as it is a small price to pay for such outstanding benefits if the need arises.

All you need to do to join is email SSF Payroll authorising a monthly £2.00 deduction to the General Fund.

Should you need further information do not hesitate to speak with your local Federation representative or contact me at the Federation office.

Peace of mind for less than the cost of a weekly cup of coffee

A police officer is assaulted every 20 minutes in the UK. You may be one of the lucky ones but statistics show that out of six of your colleagues it is likely that five have been assaulted in the last eight years.

Whichever way you look at it there is a strong possibility that during your career you will be assaulted or sustain an injury. At that time you may need the services and support of the Police Treatment Centres.

Did you know that by donating monthly to the **Police Treatment Centres** you can receive treatment for free following an injury or illness?

Many of your colleagues will have benefited from treatment at the PTC. Some of these officers have been assaulted, others have received injuries while on or off duty, others come to us after operations and illnesses and some are suffering the effects

of stress.

For £1.30 a week you could have the comfort of knowing we will be there for you if you are injured or ill. Don't forget it can be an injury you sustain outside work, perhaps playing football or even walking the dog. £1.30 a week is less than the cost of many phone insurance plans!

We realise that many officers are currently facing financial difficulties but with the possible changes to sick pay entitlements if the Winsor recommendations are accepted, and the likelihood of having to remain fitter for longer, can you afford not to contribute?

Watch out for our special offer in the New Year!

Already donating? Will you help us raise the final £100,000 needed to complete our refurbishment? Text PTCA12£5 to 70070. Thank you.



Long hours. Demanding. Stressful. And that's just at home.



Balancing the demands of family and work isn't easy.

When it comes to the big decisions in life it helps to have someone on your side who understands the job you do.

- ▶ 13 years experience handling more police divorces than any other firm
- ▶ Unrivalled experience dealing with police pensions, pay scales and shift patterns
- ▶ First appointment is free
- ▶ Discounted rates for police personnel
- ▶ Flexible payment options available:

RJW, part of Slater & Gordon Lawyers, family law specialists:

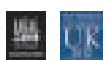
- ▶ Financial disputes
- ▶ Divorce
- ▶ Child matters
- ▶ Civil partnerships
- ▶ Cohabitation issues
- ▶ Pre-nuptials.

Contact us today:

0808 175 7710 ▶ www.rjw.co.uk/policelaw ▶ enquiries@rjwslatergordon.co.uk

Offices Nationwide: Birmingham, Bristol, Cardiff, London, Manchester, Milton Keynes, Newcastle, Sheffield, Wakefield & Edinburgh[®] (associated office).

Russell Jones & Walker Solicitors is a trading style of Slater & Gordon (UK) LLP (OC371153); Slater & Gordon (UK) LLP is authorised and regulated by the Solicitors Regulation Authority.



Your letters

As part of your new magazine, we are introducing a letters to the editor section where officers can raise issues and concerns or make suggestions.

Our aim will be, where possible, to facilitate a response from other sources including ACPO, divisional commanders and Force managers.

We are seeking letters that raise valid topical issues and also challenge or suggest alternative ways forward for the Force and the police service. The editorial team will consider awarding vouchers to the value of £100 for an interesting, well thought-out letter that identifies or highlights relevant issues

We know that there are some very creative writers out there so please make use of this unique platform to air your views on the reality of our world. They will get a response.

In certain circumstances, we will consider anonymising letters at the request of the author.

Letters should be sent to Chris Warner in the Federation office.

Don't forget funny stories can also be published in our Blogberry section.



Dear Editor,

My concern, and I am sure this is shared by the vast majority of officers and support staff, is whether we are really achieving 'value for money' with some of our more recent organisational changes.

I write this though as an outsider without the full information – just an outer perception which many probably have ...

In the past 12 months or so, the Force has advertised (and re-advertised) several posts for positions called Project Managers and Business Realisation Manager on salaries of PO E/F. There have been many police officer and support staff posts cut and many staff under stress and threat of losing their jobs. I don't actually know the number of staff within the Projects Department but, from seeing the various adverts, it suggests there are several resources on very high grades which may have taken away many more posts at much lower grades.

There is also a perception that some North Wales Police posts are paying noticeably more than similar posts in other forces. For new posts with few appropriately qualified candidates, did we have to grade them so high?

My question is – What Projects and/or Business Realisations have actually been completed, and with what actual benefits to the organisation? And I would prefer a response in simple terms, not confused with analytics and statistics (the Blackberry spiel rings a bell ...)

Simply put - Plan H which took however many resources and months to complete has benefitted the Force with real savings of £?

I would hope savings far outweigh the cost of running such departments.

Patrol Supervisor

FORCE RESPONSE

NWP identified the need for a Corporate Programme Office over 12 months ago. Since its inception, the Programme Office has evolved to its current structure comprising 11 substantive posts, supported by additional business expertise as and when required. The department is overseen by the Head of Change who is also responsible for the Force's diversity, risk and collaboration portfolios. The required skills and experience went through the Force's job evaluation process which identified the appropriate pay scale for each post as per national guidelines.

The main purpose of the Programme Office is to:

- Support the Force's operational practice by reviewing existing or potential new methods of working and identifying performance improvements and potential efficiencies.
- Support the Force in identifying, implementing and managing approved change.
- Ensure that change is not initiated without a sound business need and that the impact of any change is fully understood prior to implementation.
- Provide a centralised pool of appropriately skilled project staff and remove the need to take resources from front-line duties at short notice.

Over the last 12 months, some of the department's key activities in support of operational policing have been:

- The Estates Review.
- AJD restructure and improved Criminal Justice working.
- Review of Roads Policing and Firearms.
- Review of the Force's Community Engagement Strategy.
- Introducing mobile data into response vehicles.
- Piloting Officer Crime Recording and its subsequent extension into the South Flintshire experiment.
- Introduction of additional ANPR sites to increase intelligence and enhance investigations.

The work outlined above has delivered improvements to working practices, shift patterns and deployment models for operational staff and supported them with better technology. There have been appropriate cashable savings in some staff positions and the release of operational officer and staff time which has subsequently been reinvested into other work.



New rep's commitment to role

By Sgt Paul Williams

As the new Conwy Sergeants' Federation rep I have been asked to write a small piece to introduce myself to you all – so here goes!



Born and bred in Wrexham, I joined NWP in 1988 and at the age of 24 found myself moving to Llandudno to become part of the local police family. I served my probation in Llandudno in the days when we all had 'beats' and spent our shifts out on foot in all weathers. After probation I was fortunate enough to get a posting to the support group (now known as proactive teams) in Llandudno before getting the call everyone feared – 'you're posted to the out station in Penmaenmawr!'. At this point, I realise many of you may have no idea what an out station was. It was basically a house out in the community with a police station attached. Could this be a radical way forward for community policing? Anyway it didn't turn out to be as bad as expected and I'm proud to say that alongside my neighbour, you know who you are, we were the last two officers to live and work there.

In 1996, I was promoted to sergeant having undertaken a number of acting stints and finally getting my equity card. I was posted to Bangor working on response and had a short spell in custody before managing to tunnel my way back to the Central Division - the tunnel initially coming up in the old Central Control room in HQ (took a wrong turn at Black Cat) before returning to my

roots on response in Llandudno.

I've since had periods on response and various proactive teams including the Divisional proactive team and I'm currently the Central Division licensing manager based in Colwyn Bay Police Station.

So why did I want to become a Fed rep?

Well, over the last 24 years I've witnessed and had personal experience of malicious complaints, victimisation, bullying and so on and I made the decision that I wanted to stand up for what was right - for me, for my friends and for my colleagues.

It wasn't just about 'discipline' though.

The current attacks on pay and conditions stemming from Winsor 1 and 2 are having a devastating effect on us all. The recent Force survey highlights that morale is at an all time low. These aren't just the everyday moans and groans but real deep seated dissatisfaction and genuine concern for the future as everyone sees the fabric of policing being systematically dismantled and low value being placed on our chosen career path.

The rapidity of change in recent years has been unprecedented. Change has always been a feature of policing - not all has been good but not all has been bad either.

The first ever North Wales Police and Crime Commissioner has now been elected and I wish him well in his new role. This represents the biggest change to policing certainly in my career and its success or failure remains to be seen.

I have probably become a Fed rep at what is the Federation's most politically difficult period ever. We are under severe pressure from central Government and, more worryingly, from within our own ranks. Only by working together can we ensure our views and concerns are made known effectively and robustly. We are after all the people at the pointy end of 'the job' and are best placed to understand the ramifications of these changes for the future of policing.



iPhone 5

Unltd. Mins / Unltd. Texts / 1GB Data £36 per month	16GB Handset Charge £29.99
1000 Mins / 1000 Texts / 500MB Data £30 per month	16GB Handset Charge £79.99

24 month warranty and free voicemail with both tariffs.
Fantastic offers also available on 32GB and 64GB models.

NOKIA LUMIA 800

Windows phone

The Nokia Lumia 800 Windows Phone® gives you access to over 200,000 apps and boasts Nokia Drive – European Voice Guided SatNav without using any of your data. Add 16GB internal memory, an 8MP camera with a Carl Zeiss Lens and fantastic music facilities giving you all you need for both work and play.

- 200 Minutes • 200 Texts
- 200MB Data
- 24 Month Warranty
- **FREE** Nokia Lumia 800 (black or cyan blue)



Other great tariffs and handsets available

Just
£18
per month



For every order placed, Voice Mobile is proud to donate £1 to the National Police Memorial Day.

0121 748 8467 / 0800 0520 999 / www.voice999.co.uk / sales@voice999.co.uk

Offer subject to availability, terms and conditions apply. Fair usage policy of 3000 minutes and 3000 texts applies to all unlimited benefits. All based on 24 month agreements. Prices for existing Orange customers may vary. 24 month warranty is serviced by Apple for the first 12 months and Orange for the remaining 12 months of the contract.

FEDFACTS

Police Conduct Regulations set out a standard for Discreditable Conduct.

Police officers behave in a manner which does not discredit the police service or undermine public confidence, whether on or off duty.

Police officers report any action taken against them for a criminal offence, conditions imposed by a court or the receipt of any penalty notice.

Locally, this means that as a serving officer you must update the Anti-Corruption Unit in respect of any pending proceedings including fixed penalty notices.

Any disclosures are treated proportionately and as such you should disclose any relevant facts at the earliest opportunity.

If you are in any doubt regarding your obligations please contact your local Federation representative, the Anti-Corruption Unit or refer to Section 2.5.6 of the Force Policy on Police Use of Vehicles.



Blogberry

Don't forget... send us your stories before somebody else does!

I was bitten

Blogberry has been hot on the trail and sniffed out the true story behind why Mike Parkin, our ACPO Director of Finance and Resources, has had to suddenly depart very early from strategic meetings and shortly after being spotted by a discerning eye behind the privacy glass of his limousine fleeing HQ in an indecent haste.

It has been confirmed that he has been bitten NOT by an animal but by what is believed to be a human and that he has had to seek a course of urgent medical treatment and vaccinations.

It has been dispelled that his

condition is contagious, his eyes have not changed colour and he has since been seen in the glare of unexpected sunlight.

NO, it is not true that he is a victim of the latest drastic ACPO Performance enhancing strategy to drain the last drop of blood from staff by experimenting in turning themselves into vampires.

Under cross examination he confessed with some modesty that the truth is a lot different. He was bitten while out on the town at his favourite watering hole when he valiantly intervened in a ferocious bar fight between two young females well under the influence of something.

Despite not having the benefit of personal safety training, he courageously intervened and restrained the violent aggressor when he was savagely bitten. Despite his injury, he stopped the fight and saved the day.

It is now in the hands of the police in Merseyside.

● *Well done, Mike – It is unfortunate that you are not one of our members and eligible for one of our esteemed awards that appear in this edition.*

There's a mouse – where?



We all know the austerity cuts are clearly biting hard and we are all having to pull in our belts but there is a limit.

In a recent Force-wide promotion by the Force marketing and community engagement officer of the Emergency Services, Carol Concert attendees were offered a rare treat this year.

A warm welcome was extended for all to attend and not only is entrance free but also following the service tea, coffee, non-alcoholic mulled wine and **mice** pies will be served at the back of the Cathedral.

Home truths

An elderly man was stopped by an officer at around 2am and was asked where he was going at that time of the day.

The man replied: "I'm on my way to a lecture about alcohol abuse and the effects it has on the human body, as well as smoking and staying out late."

The officer then asked: "Really? Who's giving that lecture at this time of night?"

The man replied: "That would be my wife."



E-petition sparks police pension debate in Parliament

Keith Vaz, the Chairman of the Home Affairs Select Committee, has tabled a debate on police pensions in the House of Commons.

The Leicester Labour MP's move follows an e-petition calling on the Government to halt changes to the police pension scheme started by Nigel Tompsett, a sergeant from Suffolk Constabulary. The e-petition was signed by 100,000 people.

This meant it could be considered for debate in Parliament but it needed an MP to sponsor it so Mr Vaz stepped in.

Mr Vaz has acknowledged the depth of concerns saying: "I have been approached by a number of serving police officers in my role as Chairman of the Home Affairs Select Committee.

"There is obviously real concern about the effects these cuts will have to serving police officers.

"The debate will give MPs the opportunity to scrutinise the Government's proposals. The issue of police pensions must be looked at carefully."

Section 2 of the Police Pensions Act 1976 states that no changes should be made to the pension scheme that would be detrimental to existing contributors. Any changes to Section 2 would require a vote in the House of Commons. Without a



Keith Vaz.

vote in favour of changing Section 2, the new scheme could not be implemented.

Richie Eccles, Secretary of North Wales Police Federation, explains: "Our view is that the Government should honour Section 2 of the Police Pensions Act and that any new pensions introduced should have been for new recruits only. We do not believe that it is necessary to increase the contribution rate or the retirement age."

Police Federations across the country were encouraged to lobby their MPs for support prior to the debate

Simon Reed, Vice-chair of the Police Federation, described the debate as an 'invaluable' opportunity.

Government seeks pay review body

The Police Federation has criticised the Government for pressing ahead with plans to abolish the Police Negotiating Board (PNB) and introduce a Pay Review Body.

Home Secretary Theresa May has announced a period of consultation on the plans which were included in the second part of Tom Winsor's review of police pay and conditions.

"The existing negotiating machinery, together with independent arbitration, was set to protect police officers who hold a unique position in society," says Paul McKeever, Chairman of the Police Federation.

"This announcement flies in the face of the Government's own policy on policing to decentralise decision making and thus provide greater local accountability. On the one hand the Government says it has respect for the role police play in society and yet its actions contradict this at every turn."

Fallen officers remembered

Representatives of North Wales Police Federation joined the families of fallen officers, police leaders and politicians at this year's National Police Memorial Day at York Minster.

Around 2,000 people attended this year's service on Sunday 30 September 2012. The service was even more poignant this year coming less than two weeks after the deaths of PC Fiona Bone and PC Nicola Hughes of Greater Manchester Policer.

The Archbishop of York, Dr John Sentamu, who gave the address, described the officers as "the bravest of the brave". The names of all 12 officers who have died in the line of service in the last year were read out.

Next year's National Police Memorial Day will be held in Cardiff in September 2013.

Ballot dates set

The Police Federation members' ballot on industrial rights will run from 31 January to 28 February 2013.

More information about the ballot and the implications of a vote in favour of seeking industrial rights will be issued over the next few months.

A web page - www.polfed.org/mediacenter/ballot.asp - has been launched and the Police Federation will also tweet updates from the corporate account @PFEW_HQ.

A briefing pack is being sent to each branch of the Federation and we will keep you informed.

Decision awaited on Winsor 2

The Police Arbitration Tribunal (PAT) hearing on the second part of Tom Winsor's review of police pay and conditions was completed at the end of October.

The PAT was asked to make decisions on a number of the recommendations from

Winsor 2 which include changes to the constables' payscale, the complete abolition of CRTP, changes to regional and on-call allowances, the introduction of an Expertise and Professional Accreditation Allowance and compulsory severance for police officers.

There is no indication of when the PAT

ruling will be known but we will keep you updated.

There are also a number of other recommendations from Winsor 2 with a deadline of July 2013 which the Police Negotiating Board (PNB) has yet to start considering.

Fixed fee services for divorce and dissolution

By Kirsten Grotte, solicitor in the North Wales family department at Russell Jones & Walker (RJW), part of Slater & Gordon Lawyers, and the family representative for North Wales Police Federation.



Stories have recently surfaced in the media about couples spending such large amounts of money on their divorces that they are left with very little to divide between them.

At the same time, divorce rates are increasing, as shown in the 2012 Ministry of Justice Court Statistics. In the first quarter of 2012 31,603 decree absolutes were granted for the dissolution of marriage¹.

On top of these factors, pay freezes, redundancies and the recession have wreaked havoc on household income so it is even more imperative than before that lawyers offer a transparent, affordable solution to their clients when it comes to divorce and dissolution.

Our fixed fee options can help and by offering a tiered service - with as much or as little involvement from us as necessary - we are able to tailor your divorce or dissolution to your requirements and to your budget.

As specialists with 15 years' experience in all aspects of police divorce and family law issues, RJW, part of Slater & Gordon Lawyers, are dedicated to providing police officers and police staff a value added service. Our services are adaptable to meet your individual needs and allow you to progress at a pace that is right for you and your family.

LAWYER ASSISTED

£299 + VAT = £358.80 + Court fees

FULLY REPRESENTED (non-contested divorce)

£600 + VAT = £720 + Court fees

TAILORED

Charged at legal advisor's discounted hourly rate (up to 30 per cent reduction on hourly rates for police officers and staff). Suitable for cases involving jurisdiction issues.

LAWYER ASSISTED

What is included:

- 30 minutes of telephone advice at any stage of your divorce or dissolution
- Drafting of your divorce or dissolution petition, statement of arrangements for children form and application for decree nisi or conditional order (up to two drafts of each)

- You will receive a pack providing you with:
 - A step by step guide to the divorce or dissolution process
 - A list of all the county courts in England and Wales and their contact details
 - Sample letters for you to use to correspond with the court and your spouse or civil partner.

Guides to help you:

- apply for a certified copy of your marriage or civil partnership certificate
- decide whether you will qualify for a fee exemption and application form
- apply for personal service of your divorce or dissolution

What is not included:

- We will not engage in any correspondence with your spouse or civil partner or their legal advisor
- We will not engage in any correspondence with the court on your behalf.

This service is not suitable if you need advice in respect of jurisdictional issues or in the event that your spouse or civil partner is likely to defend your petition.

Should at any time you wish us to take over your case on the fully represented basis or require assistance in addition to the above service we will be happy to help you.

FULLY REPRESENTED (non-contested divorce)

We conduct your divorce or dissolution for you from start to finish.

We draft and lodge all court documents on your behalf and take responsibility for all correspondence with the court, your spouse or civil partner and their solicitors.

We will have to take you off the fixed price service in the event of jurisdictional issues arising in your case or in the event your divorce or dissolution becomes defended.

For more information on our fixed fee divorce and dissolution products please visit our website:

www.rjw.co.uk/policefixedfee

Kirsten offers a free initial consultation and discounted rates thereafter. On the following dates Kirsten will be available at the North Wales Police Federation Office for free advice surgery on 14 January 2013.

Please contact Kirsten on 0161 383 3644 or KGrotte@rjwslatergordon.co.uk to book an appointment.

¹ <http://www.justice.gov.uk/statistics/courts-and-sentencing/judicial-quarterly>





You protect the public - but how can you protect your retirement?



ST. JAMES'S PLACE
WEALTH MANAGEMENT

Winner
The Daily Telegraph
Wealth Manager
of the Year 2007 & 2008



Winner
The Daily Telegraph
Best Performing Fund
2009

Spillane & Co. Wealth Management Ltd offer a bespoke financial service to serving members of the Police Force who have just reached or are approaching retirement. We appreciate that you may not have the time to address some of your financial affairs, which may include:

- **Planning for your retirement/redundancy**
- **Reducing your exposure to Inheritance Tax**
- **Investing now or at retirement**
- **Funding for your grandchildren's future education**
- **Obtaining Mortgage Advice**

Your home may be repossessed if you do not keep up repayments on your mortgage.

As a member of the St. James's Place Partnership, which is the advisory channel for St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need so that you can use your available time to enjoy the finer elements of life and to give you that all important peace of mind that you need for the future. Please contact us to arrange a complimentary, no obligation consultation.

Spillane & Co. Wealth Management Ltd
Member of the St. James's Place Partnership

Tel: 01492 531729

Commodore House, Conwy Road,
Colwyn Bay, Conwy, LL29 7AW
www.spillaneandcompany.co.uk

Please call
01492 531729 to
request a free guide to
Retirement Planning.

