

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



August 2012



Representing • Negotiating • Influencing

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The Secretary says

Welcome to the first edition of our North Wales Police Federation magazine which is launched under the title of "Your Voice".

With so many reports, proposals and changes emerging in relation to policing, there has never been a more crucial time for us to ensure that we have sufficient means of communicating with our members.

Our aim moving forward is to offer you a broad range of options to pick up and understand the challenges ahead for police officers in North Wales.

Since the chief officer team in North Wales pulled the plug on our joint publication Focus-Link, we have introduced a variety of options to help you all engage with us as your representatives.

We have launched a new internet site at www.nwpolfed.org

In addition, we have secured a presence on Facebook and Twitter and in this year we have produced three special edition newsletters in an attempt to keep all officers up to date with the very latest information.

The most important part of these communication methods is YOU and I cannot emphasise strongly enough the need for all officers to engage and respond to us in relation to the matters which impact upon you and your working conditions.

Our aim is to represent your interests and to ensure that your voice is heard and more importantly that your views are taken forward and addressed at every level.

Additionally, we need this publication to be your opportunity to highlight the topics that you want raising locally and nationally so please let us know about your successes, initiatives or concerns as you police the communities of North Wales.

We will in turn try to ensure that each edition carries informative articles and, in addition, there will be an opportunity for you to hold the Force or others to account via our letters page.

Most importantly, as our own publication, it comes with a promise

of "NO gloss or spin" just the reality of policing under today's conditions.

What is quite clear in relation to policing is that times are getting harder with diminishing budgets, tighter resources and equally no reduction in relation to the number of jobs we are expected to cover.

We all know that when the various other agencies or partners clock off, reduce their cover or work to rule then we are the true 24/7 emergency service that steps in to cover the gaps.

That is a fact if we are talking about policing to cover G4S at the Olympics or indeed covering for other emergency services closer to home.

It seems that we are never willing or able to say "NO", but as we get pushed further in relation to our conditions there will come a time when officers will have to decide if they are willing to operate under goodwill for nothing in return.

Police officers never joined the police service to refuse to carry out any task. As we see our service and standing within the community eroded by constant and unwarranted "reform", I fear that we are fast-approaching a point at which officers will truly say "Enough is enough" and those voluntary acts that employers take for granted will no longer be performed by all.

Perhaps it will take that type of event for some of our leaders within ACPO and the Home Office to realise that the Office of Constable is about a whole lot more than a simple price tag attached to a role and by selling us short they risk ruining the very heart of British policing.

I know that those negotiating on our behalf at the Police Negotiating Board are often frustrated by the fact that as they strive to deliver the best deal for all parties, their efforts are at times undermined by officers carrying out voluntary tasks for little or no financial reward, leaving the Official Side wondering why they should pay for a service that is at times being delivered for free.

Richard Eccles, JBB Secretary

Winsor 2 report referred to arbitration panel

Recommendations in the Winsor 2 report have been referred to the Police Arbitration Tribunal (PAT).

The referral comes after the two sides of the Police Negotiating Board (PNB) failed to reach an agreement after months of talks.

Home Secretary Theresa May had asked the Police Negotiating Board (PNB) to negotiate on the Winsor 2 recommendations shortly after the report was published in March this year.

She also set a timetable, giving a deadline of 24 July this year for an agreement on some recommendations and a deadline in 12 months' time for others.

However, the day after the first deadline passed, PNB announced that it had registered a failure to agree with national Federation Chairman Paul McKeever saying the Official Side

had made a 'bitterly disappointing ideologically-based decision' to reject the Staff Side's alternative offer to changes to police officers' pay and terms and conditions of service.

The Official Side had, he argued, demonstrated the total contempt and complete lack of respect and appreciation the Government has for police officers in England and Wales.

The PAT panel will now consider the recommendations but it means more months of uncertainty for police officers.

The recommendations the Home



Secretary had wanted agreed by 24 July 2012 included those concerning compulsory redundancy, lower starting salaries for constables and the complete abolition of CRTP.

Pensions talks continue after deadline

Negotiations over proposed changes to police pensions continued - despite a deadline set by the Home Secretary having passed.

At the start of July, Theresa May said her officials and representatives of both Sides of the Police Negotiating Board (PNB) should continue discussions to achieve 'an agreed framework for a reformed police pension scheme' by 24 July 2012.

But the day after the deadline Ian Rennie, General Secretary of the Police Federation and its chief negotiator, said: "These discussions have continued and at the PNB meeting today (24 July) it was agreed that there will be further dialogue. We are working extremely hard to get the best pension scheme possible for police officers."

PNB - national Chairman's statement

Once the 'failure to agree' was registered at the Police Negotiating Board (PNB) meeting in relation to the Winsor Part 2 recommendations, Paul McKeever, in his role as Chair of the Staff Side of PNB, and the Vice-Chair, Graham Cassidy, issued this statement:

"The bitterly disappointing ideologically-based decision today by the Official Side of the Police Negotiating Board (PNB) to reject the Staff Side's alternative offer to changes to police officers' pay and terms and conditions of service demonstrates the total contempt and complete lack of respect and appreciation this Government has for police officers in England and Wales; many of whom will be left seriously questioning their futures just days before the Olympic Games.

"The Government has a very short memory. Who stepped in to save the day when the safety and security of the public attending the Olympics was severely compromised by the failings of a private company? The Home Secretary must recognise that her Government cannot cut

the police budget by 20 per cent, oversee the loss of thousands of police officers, putting the public and the police service at risk, and expect officers' goodwill to last indefinitely.

"Let's not pretend today's decision is part of the Government solution to tackle the fiscal deficit. The Staff Side alternative offer, whilst protecting pensionable pay for police officers, would have delivered savings to this Government of £96 million over the next four years and would have reduced the current gender pay gap for basic pay from 6.6 per cent to 3.2 per cent; whilst providing the reform the Government claims they want. Instead they seem determined to throw away such savings and the chance to close the gender pay gap in order to destroy the best police service in the world and open the door for private companies to step in and pick up whatever pieces are left; jeopardising public safety and the service communities receive.

"We have seen what happens when you drive pay and conditions of service down. The recent G4S fiasco shows that in order

to have the long-term commitment of staff you need to ensure fair pay and terms and conditions of service. Driving down the constables' pay scale will see future good quality candidates look towards other professions that reward appropriately and fairly what they do, and other proposed changes will see those already in service looking for alternative careers.

"This decision will do nothing to reduce the calls by some police officers for industrial rights and will leave others questioning what the future holds for them in a police service that demands more, protects less and will be driven by the desire to make profit for private companies, rather than delivering the range of services the public expect and deserve.

"A failure to agree has been registered by the independent Chair of the PNB and the matter will be referred to the Police Arbitration Tribunal (PAT). Regrettably, this news will do nothing to lift morale in a police service which has already played its part to help tackle the country's fiscal problems but feels subjected to a very personal and unjustified attack by the Government."



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From the Chair...



As the newly elected Chair of the North Wales Police Federation Joint Branch Board (JBB), it is with a strange mix of emotions that I sit here writing this article.

Firstly, there is sadness that this column is not appearing in the Focus-Link. That publication is no more as it appears any article considered controversial or offering a different opinion to senior management caused too much upset to the extent that Force funding for the magazine was withdrawn.

So, it is with great pleasure that I welcome you to the new Federation magazine and I hope we can now "tell it like it is" without editorial interference. If any article is not "on message", including my regular column, then so be it.

I hope the articles we feature are informative and stimulate debate within the wider membership of the Federation.

We will be happy to publish differing views and, to enable contributions from everyone, there will be a letters page where you can express your views openly.

One of the current hot topics is Tom Winsor's second report, the contents of which are still being digested. The first report contained a number of inaccuracies including naming people Winsor was said to have consulted who were on leave or who, in turn, said they did not speak to him. In his evidence to a Parliamentary select committee, he said this was an honest mistake. I was also taken by his belief that his changes were welcomed by the majority of police officers.

I was particularly impressed with his latest report where he claimed 75 per cent of the officers in the Metropolitan Police were obese or morbidly obese. This "fact" came from a voluntary health programme where officers who were worried about their weight or fitness could join the programme to get fit or lose weight. This "fact" is akin to saying that 95 per cent of the patients in a doctor's waiting room are ill and concluding that 95 per cent of the UK population is sick. This is complete nonsense and it does make me angry. We are having to deal with proposals from a person who twists facts to suit his own

argument, yet has the front to claim officers will be happy with his suggestions despite his own admissions that 40 per cent of them will have a pay cut.

Locally, change continues and the latest cycle of changes to how we deliver front-line police services will see officers being moved stations. Sadly, the comments the Federation made about the proposals for change in May 2011 have proved true. But we will continue to try to influence changes so we can offer a good service to the public. The reality that needs to be spelled out is that we will be delivering policing with less officers and less, in the context of policing, really is less.

We are beginning to see the impact of the cuts on other public services with more and more calls to deal with issues they are simply not able to deal with. Yet we must improve our performance over what is actually quite a small area of police work, which the public see as our main role, that of crime, both detection and prevention.

As a 24/7 front-line inspector, it is not tackling crime tying up most of my staff, it is handling all the other calls for help - dealing with missing people, dealing with people with mental health issues - quite often dealing with a combination of the two where the hospital has lost a person with mental health issues - attending life-threatening incidents for the ambulance service because they have run out of staff, attending concerns about children from social services and so on.

What has happened here is that other agencies have learnt the key trigger phrases that mean the police cannot say no to attending. So, not only do we have to improve performance, enforce the law, deal with anti-social behaviour, attend violent incidents and provide public order policing with less staff than before but we now also have to deal with incidents that our partner agencies previously used to handle, but now can't because of cuts to their budgets. And things are only set to get worse!

Brian Robinson, JBB Chair

A 'humiliating shambles' – G4S boss

G4S chief executive Nick Buckles has admitted his company's failure to fulfil the Olympics security contract had been a 'humiliating shambles'.

And, under questioning by members of the Home Affairs Select Committee, he said G4S would pick up police forces' costs in providing extra officers to fill the gap.

Mr Buckles told the committee the Olympics security contract was an incredible logistical challenge and that he was 'incredibly sorry' that G4S had failed to deliver.

Committee Chairman Keith Vaz opened the grilling of the beleaguered chief executive and was keen to find out when G4S first knew that it would not be able to train the 10,000 staff required by the start of the Olympics.

He revealed he had been made aware of a problem on 3 July and the issues had been discussed at a meeting of the Olympics Security Board on 11 July when he realised G4S would not be able to deliver the contract.

It was announced on that day that up to 3,500 troops would be drafted into provide security due to the problems at G4S.

Mr Buckles said there were 4,200 G4S employed security staff on the ground at Olympic venues by 17 July and that he hoped to have 7,000 working by the start of the Games, though when pressed by Mr Vaz, he could not give a guarantee that all of them would turn up.

Eight police forces across England and Wales supplied officers at short notice to provide security where G4S had failed to do so.

- Ed Miliband, leader of the Labour party, has called on the Government to rethink its policy on outsourcing policing functions to the private sector. And he has called for no more Government contracts to be given to G4S or other private companies until a full investigation has been carried out into the Olympics security failings.



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At everyone's beck and call?

Welcome to this the first edition of Your Voice, a publication your Federation has decided to produce following the demise of Focus-Link. I hope that in the coming months and years you will support it by not only reading it but also by helping with its content, through letters to the editor or by submitting a story you feel should be shared with your colleagues across the Force.



Having been through last year's changes on 4 May and then earlier this year the tweaks brought in following the Post Implementation Review, we have seen the change from Response to Patrol with fewer investigation officers and a move back to individual officers taking responsibility for their own workload crime investigations. Changes in the shifts that PCT and NPT officers work were made to bolster the numbers working on late shifts and at weekends, naturally the busier times for us.

Despite these changes and tweaks,

the police service doesn't appear to have stepped back from attending any type of calls. We are still at the beck and call of everyone, attending at incidents the ambulance service are struggling to get to on time, searching for patients who have walked out of hospital wards with needles still stuck in them or looking for MHA patients who are allowed to wander in and out of units unchecked.

We are still 24/7 social workers for those who can't cope alone or can't live with others without fighting with them. All this, with fewer officers, and the risk is therefore greater. You are still the only ones dealing with the drunken violence on the streets outside the pubs and clubs. If you feel that during your shift you were put at risk then YOU need to submit an HS1, that way there is a record of that concern and action will be taken.

If you do have a concern, then make one of the Federation reps aware - not that you should fear raising issues like these with your line managers.

Nationally, the Police Federation march in London on 10 May was a fantastic event and was well supported by officers from across England and Wales. It was a very

long day for those who travelled there from North Wales, especially those on the Anglesey bus, the only upside being the luxury coach they managed to get on from Norton Canes services back to the island! Oh, and thank you Iwan 93, your photo of me dressed like a refuse collector was ace!

The PFEW has launched an app, which has many very useful guides and information within it allowing you to keep up to date with the current trends and also regulations and entitlements, I recommend that if you haven't already, you get it at www.polfed.org/app

The Constables' Central Committee has very recently launched a new website, also keeping you informed about all the latest developments: www.policeconstables.org

Finally, and probably one of the most talked about subjects is the "Right to Strike". The PFEW at a national level will be sending officers information about the implications of the police pushing for full industrial rights as well as a ballot of officers across Wales and England.

Enjoy the summer, if we get one and the Olympics!

David Thomas, Chair of the Constables' Branch Board

New rep's commitment to role

I would like to take this opportunity to introduce myself as the new FCC/HQ Constables' Police Federation representative, writes Daz Evans.

For those who don't know me, I have 11 years' service, having worked operationally in Rhyl, Towyn and the central pro-active unit, before finishing my 'front-line tour' in North Denbighshire as a response officer. I then worked on secondment with Denbighshire/Conwy County Council, advising on licensing and enforcement issues, before moving to the Central Division Police Licensing Unit. From there I then moved to FCC at St Asaph where I am currently based.

I take over from PC Jeff Birch, whose shoes will take some considerable time to

fill. Indeed, when speaking with Jeff prior to his retirement, he recounted how some of his most memorable experiences in his career had revolved around Federation duties.

Having been afforded the position to offer advice, support or direction to a colleague, the only reward being a big smile and a thank you, Jeff had a determined attitude and was dedicated to the role. I hope to carry on from where Jeff left off, and mirror his dedication and commitment.

With that in mind, I'd like to touch on consultation, and how it is an important tool to properly reflect members' views.

I welcome any feedback, concerns or ideas that can be taken forward for discussion locally or nationally, and am

happy for that to be done face to face, via e-mail or by telephone.

My contact details can be found on the Intranet Federation site, or I can be found in the IST department within FCC.

In these times of uncertainty and unprecedented change, we are going to face testing times, particularly in the aftermath of Tom Winsor's reports into police reform, pay and conditions.

I look forward to representing my members and helping them in my capacity as Federation representative.

Daz Evans, FCC



What is the world coming to?

I joined the police almost 24 years ago with the understanding that I would be accommodated with the security of a career for life, a decent pension and a wage reflecting the role that I undertook.



I also knew that after dealing with all being a bobby throws at you I would retire after 30 years. I accepted I would be working shifts, dealing with some really nasty incidents and basically cleaning up after the rest of society.

That was the deal wasn't it???

Obviously, I misunderstood. I now have to pay more, work longer and get less.

That certainly wasn't what I signed up for. I am not an employee; I am a servant of the Crown and, as such, can be called upon at any time, on and off duty, to deal with all sorts of incidents. I am not even thinking about being outside The Boulevard at the age of 60 fighting with kids, messing up my beautiful blue permed hair - a scary thought!

I won't at this time harp on about Winsor, Hutton and the professional body as my colleagues will have filled the pages of this publication with updates. All updates are also shown on the Fed website which can be accessed via the Intranet.

Needless to say, I will add that this is the time when we must all stand up and be counted; you need to keep yourselves fully informed. Get your views seen on our Facebook and Twitter sites. Let those taking an interest know that we will not let our service be eroded by a Government intent on destroying it. Get in to see your MPs face to face and tell them how it is, less officers will eventually mean more crime. Anyone who doesn't see that is kidding themselves.

I cannot begin to tell you how proud I was on 10 May when I marched alongside 35,000 of my colleagues in London. It was

a special day where I do feel we made our feelings heard in a calm, well ordered but forceful way. It was also great knowing that those left behind to work were with us in spirit through thousands of texts, status updates and tweets. Thanks, it really helped. And a word of advice, never follow Brian Robinson when he says he knows where he is going!

The Fed conference has been well covered with our recent magazine and I only want to make a point about the way in which the Home Secretary was heckled. I for one did not heckle her and released my frustration by asking her a question.

However, while I don't condone the shouting, I do fully understand why officers felt they had to do that. My view is that she gets treated far worse in the House of Commons with people who are supposed to be her colleagues. The media made a meal of the whole situation, I wonder why!

I recently attended Fed HQ for a seminar and we had an input on the Lord Stevens review of policing. I have to admit I wish this had already been done and could be posted through the doors of No 10. Lord Stevens has already stated that this will be the most important piece of work in his police career and that the Government will be unable to ignore its contents. The starting point will be to ask the question 'What is the purpose of the police?' From there they will seek to define policing's:

- **Functions**
- **Responsibilities**
- **Roles in preventing crime**
- **Roles in maintaining order**
- **Roles in reducing risks and harms posed to and imposed on the public.**

It is a massive piece of work that the Federation is actively going to be involved with and is being undertaken by 37 members, unpaid except any expenses they may incur. I am glad to say that at the seminar we were able to suggest areas they should be looking more closely at. It can't come quickly enough as far as I am concerned. I just hope it's not too late and that it isn't just a piece of paper that is meaningless.

The last thing I want to touch upon is flexible working which is causing some concern at a time when officer numbers are dropping and the Force is having to look at the hours and shifts that officers are working. The equality advisor to the Fed, Jayne Monkhouse, produced a paper listing the benefits for the organisation of flexible working. These include:

- **A cost effective way to meet operational needs**
 - **Retention of valuable officers and staff**
 - **Wider diversity of recruits attracted to the service**
 - **Reduced recruitment and training costs**
 - **Reduced sickness absence**
 - **Improved morale and commitment.**
- The benefits for you are:
- **Ability to combine work and caring responsibility**
 - **Reduced commuting time and costs**
 - **Better health and less stress**
 - **A sense of control**
 - **Better quality of life**
 - **Retaining earning capability.**

Having dealt with this issue for a considerable amount of time, my own view is that you have to be flexible and have a compromise in mind. You cannot demand something that is unworkable... and people do, believe me. The Force should review it regularly; we have all heard the one about the officer on flexible working for childcare issues when the children were at university... seriously!

We, as an organisation, have a duty to provide 24/7 policing but equally the Force also has to use flexible and part-time working far more effectively. The spiel 'If I let you have it everyone else will want it' simply does not hold water in this day and age.

If you have any questions about any of the issues above then please feel free to contact me. Keep up the pressure and please keep yourselves up to date with what is happening on the national playing field.

Sam Roberts, Chair of the Sergeants' Branch Board and equality lead

All change – as Mr Winsor may have said on the railways

There have been some changes in the world of policing in the last eight months or so since I last wrote a piece for the staff newsletter.



One thing you may notice is the name of your newsletter has changed.

After many years of Focus-Link being the jointly edited staff magazine of North Wales Police and NWP Federation, the plug was pulled. Depending on who you speak to, the reason is either an austerity measure (rubbish because the Force now produces its own stand-alone newsletter) or that senior officers did not like reading some of the home truths.

In the last eight months, Part 1 of Tom Winsor's recommendations have largely been introduced and the Part 2 report has been published. The former rail regulator has been appointed as the next chief inspector at HMIC. As he clearly did such a marvellous job of making our railways the envy of the world, we can only look forward to what Mr Winsor will do with British policing – a service which our Home Secretary and others already describe as the finest in the world.

This month, the Government's plan to reform policing and privatise some aspects of policing have been given a boost by G4S's participation in Olympic security and is a shining example of what can be done by privatisation.

In North Wales Police, just under a year after there was a massive re-organisation, there have been some 'minor adjustments' to the model earlier this year. Let no person say that it is a U-turn. Despite many similarities to the pre-2011 changes it clearly is not a U-turn.

There are far fewer officers and there are superintendents in charge of areas called western, central and eastern areas, not chief superintendents in charge of divisions like we used to have.

There has even been a review of the lease cars some senior employees get –

they can now have a Volkswagen instead of a Mercedes.

Finally, North Wales Police has even started recruiting police officers once again.

Reassuringly, there have been some things that haven't changed. ACPO and the superintendents have still not announced how they will share the pain of more restrictive measures for planning annual leave introduced for the rest of us this year. Also, the arrangements for silver cadre remains the same – superintendents always work days and chief inspectors always cover late shifts.

Welfare screening

In 2007, the Inspectors' Central Committee of the Police Federation of England and Wales commissioned a survey of the health and well-being of inspectors and chief inspectors in England and Wales.

The subsequent report highlighted: "Inspectors and chief inspectors are troubled by the demands of work to a greater extent than most other people in the general working population and the police service - and this is destroying their work-life balance" and "Inspectors and chief inspectors experience difficult relationships with more senior officers to a greater extent than others." The report also showed that matters were worse in North Wales Police than most other forces in England and Wales.

A consequence of the report was the introduction of annual welfare screening interviews for inspectors and above in North Wales Police. This was compulsory on the basis that to make it voluntary would single out officers with problems and makes it less likely that they would identify themselves because of the stigma still associated with stress and mental health issues. There have been some colleagues who have refused to go and some who saw it as an inconvenience but I understand there have been several who benefited and went on to have help and support.

Every year there is an internal debate about the cost and benefit to the

organisation but this year it looks like the screening may go.

Since 2007, there is a different ACPO team and there have been changes to the strategy and direction of North Wales Police but there are fewer officers doing the same overall amount of work, or even more, and every inspector and chief inspector is shouldering more work and responsibility.

I do get it – we need to save money – but I'm struggling to see what (apart from welfare screening) North Wales Police has done to address the threats to middle managers' health and well-being. It seems a small price to pay for a safety net to catch colleagues who may be vulnerable.

Risk averse

Mr Polin was recently interviewed on a video blog and said that as an organisation North Wales Police are risk averse and need to manage risk better in order to reduce demand.

There is a project - with an external consultant - currently taking place in the control room to try to identify how North Wales Police can reduce demand by managing risk.

Currently, we tend to try to deal with everything with the consequence that we have far too much to do. However, the risk of overlooking a potential detection or an investigation opportunity is relatively small.

Managing risk naturally means that there may be some increased risk of overlooking a potential detection or an investigation opportunity.

If North Wales Police is going to successfully change the culture of how we manage risk we need to be serious about moving from a blame culture to one of learning and development.

We need to dramatically reduce policy and procedure. We also need to be very careful about measuring performance and the unintended consequences of a performance culture.

However, my greatest fear is that the threat of litigation will be the biggest barrier to successfully managing risk. When things go wrong, as a society, we seem to demand a scapegoat to blame and claim.

Mark Davies, Chair of the Inspectors' Branch Board



An Olympic display of goodwill

Singapore, 6 July 2005 and the International Olympic Committee awards the 2012 Olympic Games to London prompting celebration and jubilation throughout the UK.



I remember sitting there watching the television immediately after the announcement, delighted that the Olympics were coming to the UK but at the same time wondering what this would mean in terms of policing and what, if any, role I would play in them as a Police Constable.

Just under seven years later, I found out. In November 2011 the London Organising Committee of the Olympic and Paralympic Games (LOCOG) 2012 announced the Olympic torch relay route across UK commencing on 19 May 2012. The route meant every county in England and every local authority area in Scotland, Northern Ireland and Wales would feature, meaning most of the population, just fewer than 95 per cent, would be within 10 miles of the Olympic flame at some point.

To police forces in the UK, this meant the start of planning in earnest.

But what is the Olympic torch relay? And why does it travel around the host country?

The below is taken from the official London 2012 website and is self-explanatory

The Olympic flame, torch and relay draws on a history going back to the ancient Olympic Games in Greece. The torch and relay were important elements of the cultural festivals surrounding the Olympic Games of Ancient Greece.

During the Games, a sacred flame burned continually on the altar of the goddess, Hera. In addition, heralds were summoned to travel throughout Greece to announce the Games, declaring a sacred truce for the duration.

Spreading the light from Greece: the modern Games

A very precise ritual for the lighting of the flame is followed at every Games. It is lit from the sun's rays at the Temple of Hera in Olympia, in a traditional ceremony among the ruins of the home of the ancient Games.

After a short relay around Greece, the flame is handed over to the new host city at another ceremony in the Panathenaiko Stadium in Athens.

The flame is then delivered to the host country, where it is transferred from one torchbearer to another, spreading the message of peace, unity and friendship. It ends its journey as the last torchbearer lights the cauldron at the Olympic Games opening ceremony in the Olympic Stadium, marking the official start of the Games.

The flame is extinguished on the final day of the Games, at the closing ceremony.

So, Olympic fever begins to grip the country when the torch arrives in the UK on 18 May and, accompanied by superb

weather, starts its journey around the country the following day.

My role was to be part of the North Wales Police protester removal team together with five other colleagues and our brief was to be close, not seen, and there just in case.

The torch relay entered North Wales on 29 May, the leg that day would see it travel from Aberystwyth to Bangor. Blaenau Ffestiniog was our first muster point as the torch travelled from Aberystwyth to Dolgellau then onto Llan Ffestiniog and Blaenau Ffestiniog.

Upon arriving at Blaenau Ffestiniog, we parked up in the new police station. After a couple of hours, we were joined by dozens of PSU colleagues, dog handlers, PCSOs and local officers all with their own specific roles to do and a briefing took place.

As we left the station and turned onto Blaenau's High Street, we were greeted by bunting, flags and dozens and dozens of people lining the route all waving flags and cheering. At this moment I realised that I was taking part in something historic.

For us, it was off to Portmadoc for our next stop – our designated refreshment stop – and then Pwllheli via Criccieth.

As we drove through each village and town and with the weather just getting better and better, it was clear this occasion was being celebrated by the vast majority of the public and the crowds were exceeding all expectations.

Bontnewydd and Caernarfon were next before we arrived in Bangor just before 6pm and parked in a car park that for the



Policing the Olympic Torch Relay.

first time that day allowed us to see the actual torch.

As per the brief, we remained out of view. First came the sponsorship vehicle, Samsung, Lloyds TSB and Coca Cola with music and dancers handing out freebies to the crowds, this was to warm the crowd up for the torch which was due five minutes later, then came the motorcycle escort from our very own RPU officers who were helping the Metropolitan Police outriders and then the torch being carried by the lucky torchbearer who received a tremendous reception from the crowds and then it was all over, as quickly as that.

With the time now at 7.30pm, we were stood down as we had received confirmation that the torch had reached the Faenol and the evening celebrations had begun.

We headed to Llandygai traffic base to house the vehicle overnight. It had been a long, hot day but to be fair it had been good fun and an experience.

At 5am the next day, tired and bleary eyed we started duty for the second day of the Olympic torch journey through North Wales. Today the torch was to travel from Bangor through to Chester where responsibility would fall to West Mercia Police.

At 6am we were in Beaumaris and then witnessed one of the best sights of the torch relay when it journeyed up the Menai Straits in a RNLI rib lifeboat escorted by several other craft heading towards the mainland coast close to the Menai Bridge.

From Beaumaris, the torch visited Conwy, Llandudno, Colwyn Bay, Abergele, Rhyl and Rhuddlan without hitch.

The crowds were even larger than the day before especially in Abergele, Rhyl and Rhuddlan where the streets were lined with hundreds and hundreds of people sometimes nine or 10 deep, all hoping to get a glimpse of the Olympic torch flame.

The atmosphere was electric and everyone was superbly behaved, this was truly a once in a life-time event.

The torch then arrived in Flintshire going through Connahs Quay, Shotton and Saltney before entering Chester for the overnight celebration.

At 7.30pm on 30 May 2012, our commitment to the torch relay was over, we were stood down and travelled back to Force.

Several days later, the operation had been deemed a tremendous success and the Metropolitan Police (the custodians of the torch) commended North Wales Police for their assistance and professionalism.

For me, I enjoyed the experience along with the vast majority of my colleagues who took part.

As a Federation representative, I have mixed feelings regarding the torch relay. Part of me says I was proud to have taken part in the relay. It was a historic, once in a life-time event and I was there and by being there I have played a very small part in an operation that ensured that the North Wales public enjoyed the event in safety.

The other half of me says that under the current continuous, systematic attack from today's Government relating to the Winsor Reports 1 & 2 and pension reviews, I question why I agreed to ignore current Police Regulations such as 11-hour breaks

between shifts, structured refreshment break and so on.

The real reason why I choose to ignore the regulations, along with an overwhelming majority of my colleagues, was to protect the public, ensure they got to see the relay and, most of all, it was just common decency and pride, commonly called throughout the police service "goodwill"

Given all the attacks we are currently under from Government's reforms to the police service, one very important thing the civil servants and MPs seem to have overlooked is the police officer's goodwill that keeps the service running and fit for purpose.

I firmly believe, with the experience first-hand from my own force and speaking to many colleagues from other forces around the country who have hosted the Olympic torch relay to date, if it was not for goodwill of all those police officers, the Olympic torch would not have made it out of Cornwall, where it first started.

I am sure that this "goodwill" will continue throughout the policing of the Olympic Games to ensure the UK public and many thousands of international visitors enjoy the Games in safety.

The British police are the envy of the world and it is easy to understand why. It would be a fool who underestimates "goodwill" in the police service and I hope my message is received loud and clear by those in positions of influence.

By Simon Newport – Secretary to the Constables' Branch Board

Support Police Treatment Centres

Members of the Police Federation are being urged to support a charity that provides treatment for injured officers by buying its newly launched calendar for 2013.

The Police Treatment Centres is a registered charity supported by voluntary donations from serving police officers primarily in the northern forces of England and Wales, Scotland and Northern Ireland, but also from British Transport Police, the Civil

Nuclear Constabulary and the Ministry of Defence Police.

The charity provides two treatment centres where serving and retired police officers can receive rest, recuperation and treatment following an illness or injury with the aim of helping their return to better health. The centres are St Andrews, in Harrogate, North Yorkshire, and Castlebrae in Auchterarder, Perthshire.

"The calendar is unique, not only due

to it being a police charity calendar where every penny from the sale price goes directly back into the charity thanks to our corporate sponsors covering the design and production costs, but also in the fact that it offers health and well-being advice in a humorous manner with limited edition artwork," says Helen Richardson, the charity's PR and fund-raising assistant.

The calendars are priced at £5 each and can be ordered by ringing 01423 504448 or email enquiries@thepolicetreatmentcentres.org



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Detectives' debate

It seems that every year the police service in the UK is undergoing a period of unprecedented change. Well, during this past year I think that's probably true in North Wales.

The financial cuts leading to the re-organisation, Winsor 1, Hutton, the Post Implementation Review, Winsor 2, Police and Crime Commissioners and then... Focus-Link gets axed!

I know it's no laughing matter. I'm writing this on the morning that Tom Winsor appears before the Home Affairs Select Committee, after the policing minister Nick Herbert gives evidence on how they selected him as the 'preferred candidate' in the first place. The fact that the committee felt compelled to call the Police Minister says it all really.

The Federated ranks stuck together in fighting this blatant political appointment. How could a former rail regulator be better qualified to do the HMCIC job than the ACPO applicants?

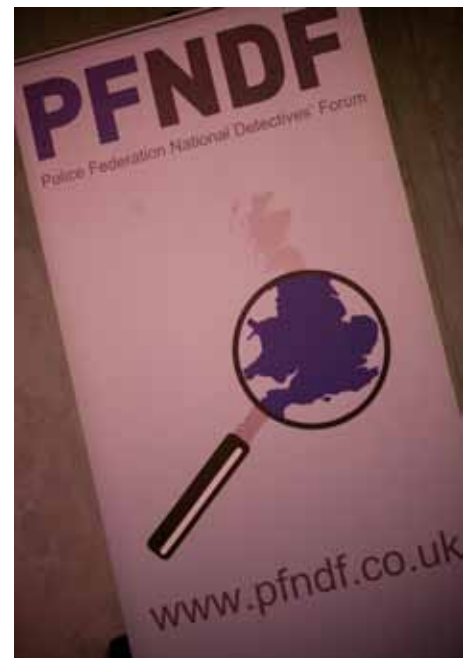
I think the answer to that lies within Winsor 2. Direct entry at inspector and superintendent level, increasing academic qualification levels before joining, they say one thing - this Government doesn't rate us - whatever your rank.

Police Federation National Detective Forum (PFNDF)

Hopefully, some of our detective colleagues will have at least heard of the Forum by now. The meeting in February 2012 was hosted by North Wales JBB for the first time. Before the meeting, Forum members visited Central Area and spoke to a number of operational and specialist detectives based at St Asaph.

The Forum's aims are quite simple:
To represent the concerns and progress the interests of detective officers across England and Wales in terms of their welfare and efficiency and the effectiveness of their role.

The last PFNDF meeting was held on the Tuesday evening of conference in Bournemouth. It was good to see and hear the Forum Executive, the national Police Federation chair Paul McKeever and general secretary Ian Rennie, along with the shadow police minister, David Hanson, supporting detectives in their



work and recognising the contribution we make to policing across the country.

We still have far too few North Wales detectives who have signed up to the PFNDF website: www.pfnfdf.org please take a look and feel free to join in the debates on the VOX section.

Each year, the PFNDF presents a number of national awards to detective officers including Detective Investigation of the Year, Services to Detectives, Student Detective of the Year and a Special Recognition Award. Further details are available on the website. Last year not a single nomination was made from North Wales or any other Welsh force. That situation has improved this year, two successful investigations have been submitted from North Wales which will now be considered on a regional level with submissions then going to Leatherhead for consideration on a national level against a set matrix. The nomination forms are available on the website.

Keith Jones CID DI/DCI representative

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Paul retiring

The Chairman of the Police Federation of England and Wales has announced he is retiring from the post saying he could not stay to watch public safety being put at risk.

Paul McKeever, who has led the Federation for four years, has urged officers to 'stay strong' and has pledged to do all he can to continue to fight cuts to policing.

He will step down in January next year but an election for his successor will take place later this year.



Twitter: @NWalesPoliceFed

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Working for you...

While some of the Police Federation's influencing is done through stakeholder, media and Parliamentary relations, most support, research and negotiation happens behind the scenes.

Federation representatives provide a range of services and have access to expert solicitors for support.

In this edition, we focus on just one aspect of how the Federation works for you – medical ill-health.

Over the years, North Wales Police Federation has successfully represented many officers during protracted injury claims and ill-health retirement cases. However, here's a particularly notable example of how we impact on our members' professional and personal lives.

On 13 May 2008, a serving NWP sergeant was injured during Personal Safety Training (PST). He suffered nerve damage to his neck which impacted not only the quality of his life but also his ability to perform operational duties.

A claim was lodged and the circumstances surrounding the injury were reviewed by solicitors representing the Federation.

On 5 May 2009, the evidence was forwarded to a barrister who advised the Federation around three months later that she did not consider there was a greater than 50 per cent chance of success with a claim and that she was not prepared to take instructions to prepare court proceedings on a CFA basis. It was recommended the case was closed.

Your JBB secretary reviewed the evidence on behalf of the officer and did not agree with the barrister. He composed and presented his evidence to the lawyers outlining his rationale for appealing the decision.

Based on this intervention, the case was reopened and the Federation helped the officer gathering salient evidence in support of the claim.

The Force had initially rejected the claim. But further extensive research was conducted and evidence collated by the secretary and Federation representatives to provide an audit trail highlighting inconsistencies in training methods and delivery that placed individuals and the organisation at risk.

On 5 September 2011, the solicitors reported the claim was successful and the

officer subsequently received significant compensation.

Due to the injury, the officer had to remain on restricted non-confrontational duties for the remainder of his career. Prior to his injury, the officer was a very active operational officer who had held highly trained specialist roles in an armed response unit and was a hostage negotiator. He described the restricted duties he was able to perform and his career thereafter as a most demoralising experience that no-one should have to endure.

Throughout, he was subject to regular medical reviews and given non-operational, administrative, recuperative or restricted duties. He found the duties he was assigned to demeaning and not being able to make a meaningful contribution to the job he was passionate about culminated in him losing his self esteem.

Such was his disillusionment and morale that at 25 years service he asked the Federation for his figures to retire from the Force regardless of the financial hardship that would entail taking into account that he was soon to be a father with little prospect of gaining alternative employment.

The Federation deputy secretary explained to him his entitlement under the Police Pension Regulations to an ill-health retirement and an injury on duty benefit award. We undertook to represent him through the medical case ill-health retirement process.

On 7 December 2011, the Police Authority accepted the officer was permanently disabled from performing the duties of a police officer and he was retired from the Force on an ill-health pension.

The comments expressed by the officer shows the impact the Federation made on his professional and personal life

Medical injury award

"I would like to say a personal thank you to you for your help advice and support. It has been a long saga - over three years and if it wasn't for your personal intervention and support the case would have been binned 18 months or so ago. I said many times I didn't think there would be a positive result with this case and without your help the result would have been very different..."

Medical retirement

"Just to say thank you for pushing things regarding the retirement and again, we got there in the end. Once again, I owe you a debt of gratitude - had it not been for Mel firstly, then Richie and everyone, I would have gone out on a reduced pension months ago."

What do you get for your Federation membership subscription?

- Free legal advice, assistance and costs to members facing criminal proceedings brought against them for an offence committed in, or founded upon something done in, the performance or purported performance of police duties
- Negotiation nationally on police pay, terms and conditions
- Welfare advice and help on personal issues
- Advice and representation in misconduct proceedings
- Advice and representation at employment tribunals
- Help with civil claims and criminal injury claims
- Consultation, negotiation and facilitation of the most up to date health and safety elements for the job
- Help with grievance procedures.

The Federation:

- Is a consultative body on legislative and political matters
- Seeks to influence the political agenda on policing
- Lobbies Government on changes likely to adversely affect policing
- Contributes to professional reviews on policing
- Offers advice to anyone suffering sexual, racial or other discriminatory harassment
- Hosts a number of events on policing matters from our annual national conference to the national Police Bravery Awards
- Speaks for and on behalf of rank and file officers in the media and with opinion formers
- Represents your views at a number of seminars, meetings and round table discussions with stakeholders.

Your letters

As part of your new magazine, we are introducing a letters to the editor section whereby 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 at the Federation office.

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



Winsor and the financial implications for an AFO

Dear Editor, Well, Hurricane Winsor 1 blew through and cleared a vast amount of money from hard-working officers' pockets in one fell swoop. Thankfully, the damage was limited by the hard work and negotiation from our Federation colleagues which has meant that Winsor didn't have it all his own way.

Winsor has hit us all pretty hard and, from a firearms officer's point of view, we have lost £3,000 per year alone in SPP, no compensation for being recalled to duty or, indeed, for having any incentive to pursue a career on firearms, plus being regularly tested and assessed in order for us to maintain our status as an Authorised Firearms Officer (AFO), ensuring that we are responsible enough to carry out the duties of an AFO.

To achieve the status of an AFO takes an enormous amount of dedication and hard work on behalf of the candidate.

Winsor in his Part 2 report also wants to permanently remove the Competency Related Threshold Payment, which will see a further removal of £1000 per year from our pay, to be replaced with an Accreditation Allowance of £50 per month, as opposed to the £101 per month we receive with CRTP.

Firearms officers have lost thousands of pounds and, together with the pay freeze, the increase in the cost of living and rises in the cost of fuel and increase in pension contributions, the situation is becoming untenable.

The removal of SPP has been a body blow to many of the officers who work from the St Asaph base. Officers who live in the extremities of the Force viewed this payment as an offset for using fuel to get to work – this is no longer the case.

Winsor needs to realise what he has done, and what he intends to do. Officers are seriously considering their careers and see themselves as being financially better off working division. As one officer succinctly put it 'How can I look at my wife and children in the eyes when I know we can be far better off elsewhere...?'

Kev McEniff

Increased workload

Dear Editor, My own workload has increased by more than 100 per cent as has that of other officers carrying out the same task. When making changes to working practices, should this not be considered by the organisation? Was this considered during the changes (2011)?

Patrol Supervisor

Force response, *The Force has gone through a significant period of change, re-organisation and restructuring in the last 18 months. This has been necessary to meet the budgetary challenge that we face along with our colleagues in all forces across the UK and the public sector.*

The changes on 4 May 2011 introduced a new structure and, although many things worked well, the Force listened to feedback from officers and staff. As a result of this the Chief Constable commissioned a Post Implementation Review, during which 250 officers and staff directly involved in service delivery were consulted.

The review made a number of recommendations, many of which were accepted and from 16 April 2012 the Force moved to its current structure. The impact of these changes will continue to be monitored and reviewed, where we can make improvements we will look to do so. What is clear from our current performance is the commitment, endeavour and resilience of all our staff who have made these required changes take place, as smoothly as possible.

Wayne Jones

Superintendent, Head of Corporate Programme Office

Federation comment: *At the various meetings reviewing Force structure and operational practices, the Federation regularly raises the need for operational impact assessments, equality impact assessments and challenges on your behalf*

the reality of carrying out an increasing list of tasks with a decreasing workforce. If you have a particular problem in your area, contact your local Federation representative who will raise it directly with your area commander.

Dear Editor, Why is it in these days of cutbacks that with a reduced workforce, there is difficulty in finding suitable and appropriate accommodation for operational staff?

The Response structure was commenced in May 2011, and 'discussions' over a suitable base for the Colwyn Bay Hub never materialised. The working environment in Rhiw Road is not the best. Yet from Alexandra House being initially mooted as a likely appropriate base (good office space, location right by the A55 - and a nice working environment J), I am led to believe this was knocked on the head as support staff (managers) refused to relinquish their precious office space.

I stand to be corrected, but I am led to believe that the old accommodation block is now the preferred option with parking for Response vehicles at the Alexandra House car park! Morale isn't the best currently, but surely operational policing services should be at the forefront of a policing service?

When the St Asaph Hub was in being, the working environment for Response officers wasn't the best, and they had a joke of a 'briefing room' which was in effect a shielded area between Response desks and facilities staff - the shield being a few locker units, which wasn't ideal for day-time briefings.

AJD are relocating from their premises in Prestatyn so are having to be housed elsewhere. Talk has been of relocating other operational staff (CID and ops inspectors) from their current office space in DHQ St Asaph to accommodate the staff from AJD? But, also, the constant relocations must be increasing the value of the shares in the outsourced IT contractors with IT having to be moved about, yet again – at what cost?

We still have various support staff/functions dotted around in leased accommodation - who decides their locations, and are they actually 'value for money'? Llys Eirias and Central Traffic Base spring to mind. When we sold off our mass of police houses, why did we not re-invest in buying rather than leasing or the ludicrous PFI and associated contracts?

Patrol Supervisor

FORCE RESPONSE

The review of the Force's estate carried out in 2011 identified that the Force has too many buildings and many of them are under utilised. The Force now has a five-year 'Estate Strategy 2012 - 16' endorsed by the Police Authority to rationalise the estate to generate an ambitious revenue saving target of £1.4 million per annum by 2015. This saving will release funds for re-investing in front-line policing.

Four police stations at Gaerwen, Penrhyndeudraeth, Towyn and Valley will eventually close and the buildings sold and a further 12 stations will be downsized and relocated to new locations. The intention is that the accommodation provided at the new locations will be comparable - or be an improvement – to the current premises and capital funding has been set aside to fund these works as an 'invest to save' project in recognition of the fact that many of our premises are no longer suitable for operational policing.

During the next three years new buildings are proposed in Llangeferni, Llandudno, Pwllheli and Wrexham which will improve the quality of the accommodation and generate savings by being

smaller and more efficient and joint new police/fire stations are also proposed at Nefyn and Tywyn. Holywell station is being relocated to the High Street as part of the 'Flintshire Connects' project led by Flintshire County Council. This will provide newly fitted out accommodation for operational staff which is a pilot for the stations in Buckley, Flint and Saltney. The designs of these buildings are not done in isolation and a consultation process occurs including making the details of the proposals available in the relevant police stations for several weeks and inviting feedback so that all relevant comments can be considered and actioned accordingly.

It was always intended, as part of the business case for purchasing Alexandra House, that the 'Shared Service Facility' would relocate to the majority of the ground floor to enable the relinquishing of the short term lease at Bryn Eirias. It was envisaged after discussions with operational managers that the response function of the Colwyn Bay Hub could utilise the remaining area on the ground floor. But the subsequent operational directive that the whole of the occupants of the current station in Rhiw Road would need to relocate there resulted in this proposal not being viable. There was not sufficient spare capacity and no other suitable accommodation at FHQ that could be adapted into 'open plan' for the SSF which would have had to be displaced. In order to generate the required savings, the Station at Rhiw Road needs to be relocated into a Force owned building and the only current viable option is the annexe block in FHQ which will be refurbished into suitable accommodation. It is fully acknowledged that this is not ideal and the longer term plan beyond 2016 is to build new accommodation and demolish this block subject to affordability.

The PFI building in St Asaph is not being used to its optimum capacity which is why the relocation of AJD is happening in September/October 2012 which will then enable the decommissioning of the premises in Prestatyn. Any moves are seen as a long-term solution to make more efficient use of the space and, while various options have been considered which affect both operational staff and police staff, the impact of the preferred proposal is primarily upon police staff and operational functions are largely unaffected at St Asaph.

One of the objectives of the Estate Strategy is to relinquish leased buildings at the lease termination dates but in some cases it is cheaper to lease than buy or build a new building and this is a consideration in the strategy. The 'Central Traffic Base' is a freehold building and is not leased.

The 'Private Finance Initiative' (PFI) was the only method available from the Home Office for financing such a facility in 2002 and 60 per cent of the current annual cost (unitary charge) is funded by a central government grant with the remaining balance being funded by the Force. The contract expires in December 2028 and the asset will revert to the Force at the end of the contract.

Stephen Roberts,
Head of Facilities & Fleet
24 July 2012

Federation comment: - *The Federation is involved in consultation on the estates strategy and your views on this issue will continue to be sought via your local representatives.*





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Blogberry

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

Dear Blogberry,

Operational officers often allude to HQ as the "Ivory Tower" or "Theatre of Dreams" and are critical of the lack of a link between the reality of policing the streets and the corridors of power.

Please take a few minutes to consider that belief and perhaps the below will help you reach a decision. I can assure you that it is a genuine briefing to staff and not a letter home to parents:

The Order of the Elephant is the highest order of Denmark, which is awarded by the King of Denmark. In North Wales Police (Corporate Services) we have the Order of the Dragon, Fiery the Dragon.



Fiery likes to live on people's desks within Corporate Services.

Fiery is restless, and only likes to live on the same desk from one to five days.

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Fiery keeps a diary, and likes owners who pass him on to put a few words in it explaining where he has gone, why and when.

It is as simple as that. Please look after Fiery and his diary.

I am sure that Blogberry will get to hear about more of the madcap ideas emerging from other departments in due course as we are already hearing rumours about "Beaver of the Week Awards" and Mad Hatter's Tea Parties.

Tongue-twister...
Officer attending report of persons acting suspiciously on the foreshore in Caernarfon provided the following update: "I've checked these persons out, they are Pickelwinkers."

Muddy boots...

In the early days of the RRPT, Sergeant 593 Richie "Turn & Burn" Jones was very particular with office cleanliness.

On arriving for duty at the office one shift, Richie spotted a particularly muddy pair of police issue boots under a chair.

Seething that his requests for office tidiness were being ignored, he pulled back the tongue on the boot and saw written in biro on the label the initials 'JW'.

Richie quickly formed the opinion

that the only member of the unit with those initials, and therefore responsible for leaving his muddy boots lying around, was PC 1933 Johnny Wood.

Partly to send a message that untidiness would not be tolerated and partly in anger, Richie picked up the offending boots and with all the strength he could muster, hurled them into the next field for Johnny to collect.

Richie then sent a strongly worded email to PC Wood remonstrating with him for his slovenly behaviour and explaining he could find his boots in the field and let that be a lesson to him.

Shortly afterwards when he had calmed down somewhat, Sgt Jones saw reason and asked one of the PCs to retrieve the boots from the field and put them back in the office.

The PC did so, but on picking up the boots he checked the label on the tongue and found that the initials "JW" were not for Johnny Wood, they referred to the Quality Control guy in the Altberg boot factory, and on turning the label over, he found a faded collar number written thereon. The number was... S593!

Yes, Sgt 593 Jones had in fact hurled his own muddy boots into the field.

A shellfish mistake...

Force control room to officer: "Can you attend a report of a burglary at Mighty Mussels at Port Penrhyn?"

Officer to control room some time later: "I can't find this gym anywhere on Port Penrhyn."

National news round-up

Officers to be remembered

Hundreds of people will come together at York Minster in September to remember fallen officers during National Police Memorial Day.

The memorial day, which this year will be held at 3pm on Sunday 30 September, has become a key day in the policing year.

Industrial rights ballot update

All members are to be balloted to find out if they want the Police Federation to seek industrial rights in the wake of recommendations in the Winsor 2 report which could mean officers are treated like other employees rather than Crown servants.

Representatives of Electoral Reform Services attended a meeting of Federation

chairs and secretaries from across England and Wales in July to provide an update on the ballot process.

"Details of when the ballot will be held have yet to be finalised but will follow a substantial communications process with the membership to inform them of the implications of police officers obtaining industrial rights," says Ian Rennie, general secretary of the Police Federation.

Cultural Survey 2012 – prize winner

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

Conducting such surveys creates an expectation for change and critical to its

success is that the staff views captured are actually seen to make a difference. As an added incentive to complete this year's Cultural Survey the NWP Federation offered a prize of an Apple iPad 2, sponsored by Spillane & Co. Wealth Management Ltd, a partner practice of the prestigious St James's Place. This fantastic prize was won by Helen Jones, a Dispatcher at the Force Control Centre.

Chris Spillane, Managing Director of St James' Place Wealth Management, said: "I am pleased to continue to support North Wales Police Federation and the Force in their efforts to promote a positive culture within the workplace."

The survey's main findings and the presentation to the lucky winner will appear in the next edition of 'Your Voice'.



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