

ANNUAL REPORT  
2022



# CONTENTS

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Foreword .....	<b>1.</b>
A word from the Chair .....	<b>2.</b>
2022 Roundup .....	<b>3.</b>
Professional Development .....	<b>8.</b>
Equality Update .....	<b>9.</b>
Finance .....	<b>10.</b>
Health and Safety .....	<b>11.</b>
Custody Report .....	<b>12.</b>
Welfare Van .....	<b>13.</b>

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# FOREWORD

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Welcome to the North Wales Police Federation Annual Report for 2022.

North Wales Police Federation supports officers up to the rank of Chief Inspector. Our role is to negotiate and influence on your behalf across the various roles in policing. We influence and negotiate on a number of issues and our involvement in these meetings makes sure you have a voice. We obtain outcomes that support and underpin the core values of your policing.

The Federation Office is staffed by a small but dedicated team who will always do their utmost to help members with queries. I want to thank the staff in the Federation Office for everything they have done to ensure that we continue to provide a service to our members and the force.

2022 saw a continued increase in demand from members for Federation support. This saw a mixture of dealing with misconduct investigations, both internally and with the Independent Office for Police Conduct (IOPC). These investigations can often take a significant amount of time to investigate and throughout, the Federation 'Friend' will be there to arrange the necessary legal and welfare support.

In 2022 we bid farewell to Chief Constable Carl Foulkes and wished him a happy retirement. I want to thank Mr Foulkes for the positive relationship we had and the support he gave to the Federation during his tenure. On that note, we welcomed Chief Constable Amanda Blakeman to the force, and it has been really encouraging to have her support straight away.

As you read this Annual Report, I hope you will see the commitment the Federation makes to ensuring your voice is heard internally and externally. We attend countless meetings which, at times, can be an onerous task, but are all necessary to ensure we put forward the best interests of our members. We also feed into the national policing picture to make sure north Wales police officer's views are heard loud and clear.

I want to thank our team of Federation workplace representatives. Our Fed reps really are the backbone of the organisation and do this role on top of their 'day job'. Being a Fed rep can be challenging at times (or most the time!) but our approach is always one to seek resolution not retribution so it is always key that both parties come to the 'table' with an open mind. Sometimes this is easier said than done on some people's parts!

Looking ahead, our commitment to our members, here in north Wales, will be to continue to work constructively with the Chief Officers and the force. Never afraid to challenge and speak out when necessary but striving for harmony to make North Wales Police the very best it can be for our brave, hardworking and dedicated police officers who we are proud to represent.

Diolch yn fawr.

**Mark Jones**  
**General Secretary**  
**North Wales Police Federation**

# A WORD FROM THE CHAIR

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Welcome to the North Wales Police Federation annual report for 2022.

I am extremely proud to present this report as your North Wales Police Federation Chair having been elected into the position in December 2021 by you, the members. The report provides an overview of the work undertaken locally by your branch in 2022, and highlights how your Federation serves the members, provides welfare support, helps the Force work effectively, which in turn provides value to the communities that we serve.

Our primary aim is to ensure that we represent members in discipline matters, ensuring that the very best level of representation is provided to our members in their hour of need. With this in mind we also need to ensure that discipline matters are handled efficiently, which is beneficial not only to our members, but also to the Force and to the public.

The last couple of years have been exceptionally difficult and challenging and we are currently living through a cost-of-living crisis which is clearly taking its toll on our members. Many other public services are taking/proposing strike action as a result, something the police are prevented from doing. This provides additional demands both for operational policing and the administration behind the scenes that often gets forgotten about.

The Police Federation's work, whether local or national covers a multitude of topics and hopefully this report will highlight the diverse range of subjects we cover for the benefit of our members.

I hope you find it informative and interesting and who knows it could inspire you to become a future Federation representative.

**Vinny Jones,**  
**North Wales Police Federation Branch Chair**



# 2022 ROUNDUP

2022 has been another really busy year! After the events of the past couple of years, we'd been looking forward to a more settled year, but it definitely wasn't. The way that we work has seen a permanent change, as it has for the whole Force. In many ways, 2022 was no different to usual years in that it was another busy year for your local Federation, representing, influencing and negotiating on the behalf of all our members, from those who are new in service, right through to those who are retiring. In others it was, of course, very different, with two large Mutual Aid deployments, to the Commonwealth Games, and the funeral of HM Queen Elizabeth II. The Police Bravery Awards, the National Police Memorial Day, and Conference were held in a more pre-covid format, which was a welcome return.



Recruitment continued apace in 2022, and we spoke to four new intakes of student officers, advising new officers what the Federation does for officers, highlighting the special nature of student constables and Regulation 13, raising awareness of the Group Insurance Scheme, highlighting the features for all members, and providing details and benefits of the Police Treatment Centres and The Ben Fund. The force has moved to a format of fewer intakes, with around 35 in each cohort. All of these new officers undertook their initial training from in a hybrid format, with some learning from home and some in the classroom, a difficult ask (particularly as everyone's home learning environment is different), and we

congratulate them all for their dedication and tenacity undertaking learning in challenging circumstances. We have continued to keep in touch with cohorts, allowing us to continue to understand the huge amount of work that we are asking our new officers to undertake. It's certainly not an easy ride, or an easy way to obtain a degree. It's an incredibly difficult juggling task, combining a full-time job with a full-time degree programme. North Wales also welcomed the first cohort of new recruits who have completed a Pre-Join Degree in Professional Policing Practice; it's a different route into policing, and we will watch and support them as they progress through their probationary period, and throughout their careers. More recently, since the Home Secretary announced that there should continue to be a non-degree entry route, we have been closely working with the force to facilitate the development and ultimate delivery of a programme - exciting times! Additionally, we spoke to groups of new PCSO's and Police Staff, to let them know about the benefits of the Group Insurance.

The Force, including its most senior management, has continued to recognise the importance of having the Federation involved and consulted on major policy and procedural changes. This important relationship with the Force ensures that decisions taken by the organisation are subject to intense scrutiny by the Federation to safeguard officer's wellbeing and welfare. Last year the Federation 'attended' (mainly Teams) meetings both at a National and Force strategic level. These included (not an exhaustive list!): Promotions Board; Leadership and Culture; Wellbeing; Screening Panels; Force Executive Board; Financial Savings; Misconduct; Grievance; Welsh; Tactical Citizens in Policing; PSD meetings; Employment Tribunals; Member Services; Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

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Post Covid we've been able to resume a schedule of surgeries for the police family. We've changed how we let you know about some of these surgeries, and also how you can book an appointment, which has been hugely successful, allowing more members and staff to speak to the right people to meet their needs. We've still been pushing to achieve the best deal for you – from equipment to member services, particularly important in these very challenging cost of living crisis times. We've continued our relationship with Perkjam, an exclusive customer perks platform which offers hundreds of discounts and offers to the North Wales Police family. Our member services also include equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services. Visit <https://www.polfed.org/northwales/member-services/> and see what you can save, and make sure you sign up to the 'MSG Federation' email group to keep up to date with the latest offers.

We've continued to get great use out of our welfare van, and it remains a well used and popular addition to our welfare offering. The van, which has a toilet, wash area, seating, hot water, sink and microwave, supports officers predominantly deployed to incidents where there are no facilities, such as scene preservation, major incidents etc., to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities.

2022 was, again, a big year for Mutual Aid, with large deployments being sent to the Commonwealth Games in Birmingham and the funeral of HM Queen Elizabeth II in both Scotland and London. We took the welfare van to the Commonwealth Games in July & August as part of a national Federation response, where it proved to be a very welcome facility for officers, particularly as the weather was so hot, and refreshment facilities often far from where officers were based. In

addition to handing out drinks and snacks, we supplied well needed shade under the awning, sunscreen and insect repellent. We were lucky enough to be deployed to welcome the North Wales officers as they arrived in Birmingham, including our first ever Mutual Aid group of Special Constables. We were also honoured to be asked to take the van to London for the funeral of HM Queen Elizabeth II, and spent the day of the funeral at Charing Cross police station, where we saw over 2,000 Officers – all officers both lining the route in no 1's, plus the officers who were behind the barriers with the public all came though Charing Cross. We've never seen so many police officers in one place, and all were so grateful for the service we provided. We completely ran out of food and drink and had to call on our colleagues from Dyfed Powys Federation to bring more stock! It was amazing to hear about the experiences of individual officers.



With welfare in mind, we continued to support the valuable PSA testing events across the force. The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells. It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger. A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer. Since 2019 the 12 events have seen a total of 1195

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there have been 27 Red and 39 Amber results which flags concern over their prostate health. North Wales have been a leading force in offering PSA testing, and the results show what an amazing success it has been.

National Police Memorial Day was held in Belfast's Waterfront Hall at the end of September. The families, friends and colleagues of fallen officers joined police chiefs, officers and politicians for an emotional service, attended by around 2,000 people.

66 North Wales Police officers/PCSO's were able to attend the Police Treatment Centres in 2021, 70% accessing the muscular-skeletal programme and 30% the psychological wellbeing programme. Bearing in mind the length of time that the PTC was closed due to Covid-19 restrictions, it's a significant number of attendees. 61% of North Wales officers donated to the PTC in 2022, and it's worth pointing out that this number does not include the 2022 police officer and PCSO new recruits, who were eligible to 12 months free cover. It highlights just how valuable the officer of North Wales Police view the services offered by the PTC, it's an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty.

In 2021, North Wales Police officers became eligible to join The Ben Fund. The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement. From their centre in the Ribble Valley, the Ben Fund is dedicated to supporting your physical and mental health and wellbeing, and with its financial hardship assistance, via grants, and the death in Service grant of £5,000, it provides a unique care package that compliments the PTC.

Attendance at the PTC and The Ben Fund is classed as duty time, and if you don't currently donate to the PTC and/or The Ben

Fund, please get in touch with the Federation Office for more details.

In December we launched membership of the Northern Police Healthcare Scheme. We have been looking for a cost effective private healthcare scheme to offer as a member service for some time, and NPHS was significantly cheaper than other options, whilst offering the same levels of cover as equivalent high street providers. The scheme is administered by Northumbria Police Federation, and pays private expenses for treatment designed to cure or alleviate acute medical conditions or ailments and provides this private medical care to members. Plus, membership of the scheme also includes Police Treatment Centre membership for officers and frontline police staff (currently PCSO's, Crime Scene Investigators and Civilian Detention Officers). And, scheme members also have the opportunity to rent The Northern Police Healthcare Scheme barn conversions in Wandylaw, Northumberland at vastly discounted prices. If you'd like to find out more, or submit an application to join the scheme, visit <https://www.polfed.org/northwales/member-services/health-services/northern-police-healthcare-scheme/>

Our Group Insurance Scheme had 1967 police officer and police staff members at December 2022. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy. To give you an idea of how our members benefitted from the scheme, in 2022 members called out the motor breakdown service over 200 times, there were claims for life insurance, critical illness, court compensation and 34 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres). GP24 was a new aspect of the Group Insurance in 2019, and 71 members utilised this service between January and the end of the December 2022.

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Membership of the Group Insurance is open to all police officers and police staff, and if you'd like to join please contact the Federation office.

We've continued providing the popular and important pre-retirement seminars to officers and staff. Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that staff are able to make informed decisions to prepare effectively for retirement, both financially and in terms of lifestyle provision. Due to increased demand we held five two-day course in 2022. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

In the summer of 2022 Special Constables became eligible to join the Police Federation of England and Wales. This significant change finally enabled Special Constables to have the same support and representation that their full-time colleagues benefit from. PFEW have long argued that our valued volunteering colleagues, who are subject to the same risks and conditions as full-time members, should have equity of access to the same protection and support. After all, a special constable is required to undertake a minimum of 200 hours of operational duty every year, spread over a minimum of 16 hours per month. This means that 9,174 Special Constables of England and Wales devoted more than 1.76 million hours over a year supporting the police in the protection of the public. We were delighted that PCC Andy Dunbobbin upheld his election commitment to fund Federation membership for Special Constables, one of the first in England and Wales to do so. If you are a Special Constable, and not yet a member of the Police Federation, you can find out more, including how to join, at <https://www.polfed.org/northwales/about-us/special-constables/>

You can keep up to date with progress via our Facebook and Twitter pages and don't forget to join our MSG Federation email group.

 @NWalesPoliceFed

 @NWalesPoliceFed

 [www.polfed.org/northwales/](http://www.polfed.org/northwales/)







# PROFESSIONAL DEVELOPMENT

We've continued to sit on promotion boards, and to attend meetings locally, regionally and nationally to ensure that we are involved in the consultation and development of recruitment, training, development and assessment and promotion of our members.

As a Force and a Federation, we have been able to move on from the Covid-19 pandemic, with much more training for officers and Federation reps taking place. The challenge now is 'playing catch-up' for both mandatory and other training, and so a mix of face-to-face and online training has taken place.

In 2020 the way in which officers are recruited and are trained changed dramatically in North Wales in September, with a move to the College of Policing PEQF requirements. North Wales Police is working with Bangor University, and the first cohort of students began their final year in September 2022. We have been liaising with both the cohorts and the PFEW Professional Development/College of Policing lead to identify and challenge issues that have arisen in this new programme. Both the Force and the University have taken our constructive feedback on board, with the degree content evolving in a very positive direction. All new recruits have continued to undertake some or all of their initial training online. It's a huge challenge for all involved, but is particularly challenging for the student officers, who all have different learning environments, family structures and internet reliability. We have supported those students and congratulate them on their continued dedication and tenacity undertaking learning in challenging circumstances, and we continue to follow their development closely.

We have also been closely involved in the provision of essential training within Force during and post the pandemic and will continue to do so closely ensuring our involvement when decisions have been made as to which training is rolled out and when.



# EQUALITY UPDATE



As Equality Lead, I have been involved in lots of positive pieces of work with the force to progress and improve what we do for members as an organisation around Inclusion Equality and Diversity. I am pleased and proud to see this and know as I retire at the end of this year, I am leaving the Federation in a strong position supporting members on all things related to Inclusion, Diversity and Equality.

We have seen more cases around Neurodivergent issues with officers. This has involved what can be put in place from a workplace adjustment perspective and what the force should be doing in line with its duties under the Equality Act 2010.

The force has brought out its Working with Disability Practice Guide to assist Human Resources and Supervisors and Managers, which as a Federation we have had involvement in through consultation. This has seen the “Fair Passport” being re-badged as the “Workplace Adjustment Passport”.

The force is working towards being a Level 3 Disability Confident Employer which should be attained in the next few months. This is as a result of the work of the Disability Confident and Neurodivergent Task and Finish Groups I have engaged in to progress and expand or commitment to this important area to support our membership.

We have supported female officers via the clothing committee in sourcing more breathable uniform for those experiencing hot flushes as part of the menopause. It’s crucial that they are supported with the right equipment to do the job.

I am also personally involved in delivering the forces Inclusive Leadership Workshops which is part of a pilot via Durham University Business School along with 11 other forces nationally. At the time of writing, we have delivered two courses, with really positive feedback from the delegates who are both officers and staff. We cover a lot of important topics around being more inclusive as leaders which include flexible working requests, workplace adjustments and the forces wellbeing offer.

We have also made further progress in making our Branch Board more representative with PC Sarah Hughes-Jones becoming a Federation Representative.

**Ceri Hawe**  
**Equality Lead**

# FINANCE

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Financial control of the finances of NWP Federation is managed in its entirety by PFEW at Leatherhead. The total monthly subscription of members is forwarded to Leatherhead.

All invoices from suppliers are forwarded direct to the Finance Department at Leatherhead. Expenses claims from our representatives are forwarded direct to the Finance Department at Leatherhead via a Contina IT App and are reimbursed direct to the Representative Management Information is provided to the Branch Council from the Finance Department at Leatherhead.

Annual audited accounts are provided by KPMG and when available are posted on the National and local PFEW Websites.



# HEALTH AND SAFETY



With the lifting of covid restrictions things have, in some cases slowly got back to normal. It was nice to see the Health and Safety seminars re introduced in November 2022. This was a 2-day event and, unlike in previous years when we would have two of these per year, it is now going to be just the one. It is a good opportunity for all force H&S leads to get together and discuss any national and local issues.

The lack of first aiders and fire stewards within the workplace has been addressed with training courses rolled out and continuing to do so,

A new form has been developed for the purposes of the reporting of injury or near miss to visitors whilst on police premises. This form will most likely sit with counter staff and possibly front-line managers.

The force is due a follow up audit in Feb regarding the recording and prompt investigation of A879 and HS1 hence the push for line managers to complete their part in a timely manner, this issue does remain on going and it will be interesting to see how we get on with the audit.

The force is now in receipt of a letter sent from the national health and safety lead for the Federation reminding them of their H&S and welfare responsibilities It should be noted that this was a generic letter sent to all forces and does not highlight any force in particular. I can't see anything in the letter which we as a force are not already complying with.

Recommendations from the HSE have been given surrounding custody and the safe searching of detained persons.

Quite a large piece of work has been carried out in relation to Defibrillators and their locations with access to the public, this is almost complete, and the force has been awarded several further defibs from Welsh government which are to be placed outside those police stations that don't already have them.

PSA testing is to continue this year and has received good positive feedback. Out of the testing conducted so far there have been several amber tests and more critically 27 Red tests. Out of these Red tests 8 that we know of were confirmed as having cancer without showing any other signs and were able to receive early preventative treatment.

This testing is also available to retired police officers through NARPO.

**Tony Edwards**  
**Health and Safety Lead**

# CUSTODY UPDATE



Although I've only been a Fed rep for 9 months or so and only just moving to the role of Custody Rep, I've been "lucky" enough to be in custody before, during and after the HMIC visit and the changes in practices we've now adopted. This does of course mean that there's yet another knock on to the demands on Response – who are already pushed to their limits most days – to increase periods constant obs... Something the organisation is aware of and is being looked at. Hopefully.

So what's new with Custody and what's happening?

Locally, the schedule of works for both St Asaph and Caernarfon have been completed and there's nothing on the horizon, so the trips across the force to book your prisoner in are but distant memories now. We've also got a new version of RMS.

Nationally, Bail legislation has been changed to move back to Bail from RUI in most cases and giving the initial authority back to custody Sgt's. I personally still don't think we've got the balance right, but we are going the right direction at least. We now need our charging authorities increasing from the current DPP guidance.

Safeguard is here for the foreseeable due to the prisons being full. From the briefings I've been privy to they are literally full and are working on an almost one out – one in basis. This has been set up for 6 months from March 2023, but I'd not be surprised if it's extended given the current socio-economic climate and the invariable influence this will have on offending patterns and custodial sentences thereafter.

Redaction and file building remains a bone of contention, causing massive stress for

officers and taking up a lot of staff hours. Ch. Supt. Harrison and Supt. Thomas are heading up a project to reduce demand on the front line with this forming part of that review. The Welsh Fed are also leading on a piece of work to see if we can put a "data bubble" in place between us and CPS to stop the redacting just for advice – it's quite frankly ridiculous that we have to redact paperwork just at the advice stage. For court, I get it, but just to see if they'll even charge?

Insp Wayne Francis attended the National Custody Forum's meeting in Cardiff in 2022 where the attendees shared best practices and findings of the HMIC reviews of custody across forces and voiced concerns in respect of the increased demand some of these recommendations have caused. Some excellent ideas were brought back to NWP in terms of caring for the most vulnerable of our detainees, to support the HMIC's findings.

PFEW have decided that breakout conferences such as this will be online and/or form part of the National Conference in the future – despite the change in format, it is hoped that the members will still be able to collaborate, share best practice and offer support.

As your local reps, we are acutely aware of the pressures both inside and outside the job that we are all facing, the increased workload and the cost of living crisis being just the tip of the iceberg. So I'll finish by reminding you all that despite us reps having certain roles – for example me being the Custody rep, we are all here for you, our paying members, irrespective of rank role or location so feel free to contact any of us any time.

**Kris Hunt**  
**Custody Lead**

# WELFARE VAN



In February 2021 we took delivery of our new Welfare Van. Delayed, due to Covid, it felt a long time coming, but it was worth the wait and has become a fabulous welfare facility for officers.

One of our purposes, as a Federation, is to 'Represent and Support' by promoting the interests and welfare of our members, and to support colleagues to achieve the required professional standards. Rightly so, the health, welfare and wellbeing of police officers is top of the agenda at the moment. Our members bravely deal with demanding situations every single day, and do so with upmost professionalism, and have continued to do so throughout the Covid pandemic.

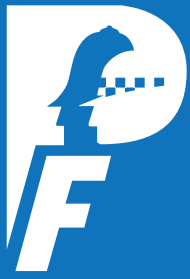
There are various ways 'welfare' can be provided. We'd noticed that one such area that a handful of other Police Federation branches had committed to was the purchase and introduction of bespoke 'welfare vehicles'. These are, generally, vans which have been internally converted to provide a rest area for workers. Facilities include a toilet, wash area, seating, hot water, sink, microwave etc. When we contacted these Federations the overwhelming response was that they were well used, but perhaps more importantly, were REALLY appreciated by and popular with officers, and that in all cases usage had far outstripped expected demand. Since it's introduction, the North Wales Welfare van has become the standard for all welfare vans, and we've been pleased that our model has been replicated by 3 other Federations when they initially sourced or upgraded their own vans.

Our van has been used across the Force area, predominantly to support officers deployed to incidents where there are no facilities, such as scene preservation, major incidents etc., to allow officers to take a break somewhere dry and warm, have a hot drink and a snack, and to have bathroom facilities.

We were invited to take it to the two major mutual aid deployments in 2022, to The Commonwealth Games for 2 weeks in Birmingham and the funeral of HM Queen Elizabeth II in London, as part of the national Federation response. The van was deployed, alongside other Welfare Vans and Federation reps to ensure that officers had what they needed to get the job done, dealing with countless Regulations and other procedural enquiries; providing sun lotion and insect repellent (in Birmingham); and handing out hundreds of cups of good quality coffee, tea and snacks. The hot weather in Birmingham put extra emphasis on officer welfare throughout the events, and the sheltered area under the NWP Fed awning provided welcome respite during officer breaks in all weathers.

Mark Jones, North Wales Police Federation General Secretary said "The introduction of the welfare van has been a very encouraging and positive step taken to ensure the welfare and wellbeing of our colleagues is always number one priority. At one time or another we have all been there, at the scene of a crime, incident, deployment, where the weather has not been in our favour and there is not been anywhere to take a break. The welfare van covers that in affording our colleagues safe space to get a hot drink, sit down and have bathroom facilities.

"The welfare van is available for proactive, pre-planned events around the force and available out of hours for spontaneous incident deployments. "

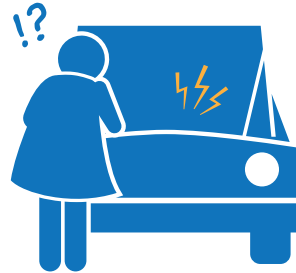


# 365 DAYS OF NORTH WALES POLICE FEDERATION SCHEME CLAIMS DATA

## 2022 AT A GLANCE...



**71** GP24 callouts were made



Over **206** breakdowns were attended



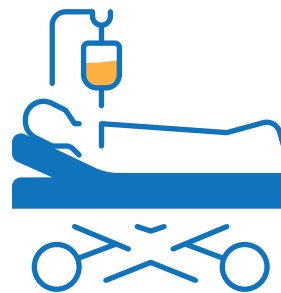
**34** scheme members attended the Treatment Centres



**8** unsocial hour claims were awarded



There were **2** Critical Illness claims



**6** person claimed Hospital benefit



**68** Support24 calls were made



**11** cases of Court award compensation claims were awarded



Total number of members signed up to Federation Scheme as of Dec 2022  
**1967 members**  
(plus 577 partner members)



**47** Travel claims have been settled



**5** Life claims



[FedAdmin@northwales.police.uk](mailto:FedAdmin@northwales.police.uk)



[www.polfed.org/northwales/](http://www.polfed.org/northwales/)

REPRESENTING, INFLUENCING, NEGOTIATING