

WE ARE HERE TO SUPPORT EVERYONE



North Wales Police Federation and UNISON exist to support **all** members; however, we are aware that it can often appear that all our support goes to members under investigation.

But we are also here to support officers and staff who are the victim, or a witness, or have been in any way adversely affected by a colleague(s), and who have or wish to make a disclosure or complaint against that colleague.

We are committed to supporting all members, and we will provide that support from the moment you contact us through to the conclusion of the case.

Whilst the force holds all the responsibility for your welfare and are moving to a position where that support is clearer, there are situations where possible legal options, including employment tribunals, that can be explored could be missed due to the lack of clarity around what we are offering.

So, if you are the victim, or a witness, or have been in any way adversely affected by a colleague(s), and if you have or wish to make a disclosure or complaint against that colleague please get in touch. Once you have contacted us, we will:

- *Provide a safe space for you to speak with us.*
- *Assign you your own Federation / UNISON Rep – a point of contact for continuity, who will not be representing the other party, so there will be an ethical wall and no conflict of interest.*
- *Your confidentiality will be preserved and no sharing of your information/ conversations from your assigned Representative will be done with any other Federation / UNISON Representatives or any other involved parties.*
- *Help provide you with information about what the process may involve for you.*
- *Signpost you to support services, e.g., Occupational Health, Support24, and other external agencies.*
- *Be a conduit between PSD and other investigative departments.*
- *Liase with Force Supervision for your best interests.*
- *Pre visit to any hearing venue, for familiarisation purposes.*
- *Accompany you to any meetings as appropriate.*
- *Attend any hearings / tribunal and court attendances with you.*
- *Provide you with advice around personal injury and any other relevant claims.*

We will not give advice around the investigation or updates as this will be done by the investigating department to avoid any misunderstandings.

If you disclose any further criminal offences the Federation / UNISON will be compelled to inform the relevant department.

CONTACT US:

North Wales Police Federation
FedAdmin@northwales.police.uk
01492 805400

UNISON: Liz Mitchell - Branch Secretary
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REPRESENTING, INFLUENCING, NEGOTIATING

RYDYM YMA I GYNORTHWYO PAWB



Mae Ffederalasiwn Heddlu Gogledd Cymru ac UNSAIN yn bodoli er mwyn cynorthwyo **pob** aelod. Serch hynny, rydym yn ymwybodol y gall yn aml ymddangos fod ein holl gymorth yn mynd at aelodau o dan ymchwiliad.

Ond rydym yma hefyd i gynorthwyo swyddogion a staff sydd wedi dioddef, neu wedi gweld, neu wedi cael eu heffeithio'n andwyol gan gydweithiwr/cydweithwyr, ac sydd neu'n dymuno dadlennu neu gwyno am y cydweithiwr hwnnw.

Rydym wedi ymroi cynorthwyo pob aelod, ac fe wnawn ddarparu'r cymorth hwnnw o'r adeg y gwnewch gysylltu â ni hyd at ddiwedd yr achos.

Tra mae'r heddlu'n gyfrifol am eich lles ac yn symud i fan lle mae'r cymorth hwnnw'n fwy clir, mae sefyllfaoedd lle gellir methu opsiynau cyfreithiol posibl, gan gynnwys tribiwnlysoedd cyflogaeth, oherwydd diffyg eglurder ynghylch yr hyn rydym yn ei gynnig.

Felly, os mai chi ydy'r dioddefwr, neu'n dyst, neu os ydych wedi cael eich effeithio'n andwyol gan gydweithiwr/cydweithwyr, ac os ydych neu'n dymuno dadlennu neu gwyno am y cydweithiwr hwnnw, cysylltwch. Unwaith rydych wedi cysylltu â ni, fe wnawn:

- *Darparu lle diogel i chi siarad â ni.*
- *Eich clustnodi i'ch Cynrychiolydd Ffederalasiwn / UNSAIN eich hun - pwynt cyswllt ar gyfer parhad, na fydd yn cynrychioli'r parti arall, felly bydd wal foesegol a dim gwrthdaro buddiannau.*
- *Bydd eich cyfrinachedd yn cael ei warchod ac ni rennir eich gwybodaeth / sgysiau gyda'ch Cynrychiolydd a glustnodwyd gydag unrhyw Gynrychiolwyr Ffederalasiwn / UNSAIN neu unrhyw bartion eraill sy'n gysylltiedig.*
- *Eich cynorthwyo chi gyda gwybodaeth am yr hyn all y broses olygu i chi.*
- *Eich cyfeirio chi at wasanaethau cymorth e.e. Iechyd Galwedigaethol, Support 24 ac asiantaethau allanol eraill.*
- *Bod yn gyswllt rhwng yr ASP ac adrannau ymchwilio eraill.*
- *Cysylltu gyda Goruchwyliwr yr Heddlu er eich budd gorau.*
- *Ymweld ag unrhyw leoliad gwrandawriad o flaen llawn, at ddibenion ymgysylltu.*
- *Mynd gyda chi i unrhyw gyfarfod fel sy'n briodol.*
- *Mynd i unrhyw wrandawriadau / tribiwnlys a'r llys gyda chi.*
- *Rhoi cyngor i chi ynghylch anaf personol ac unrhyw hawliadau perthnasol eraill.*

Ni wnawn roi cyngor ynghylch yr ymchwiliad neu ddiweddiadau gan y gwneir hyn gan yr adran ymchwilio er mwyn osgoi unrhyw gamddealltwriaeth.

Os ydych yn dadlennu unrhyw droseddau pellach, bydd y Ffederalasiwn / UNSAIN yn gorfod hysbysu'r adran berthnasol.

CYSYLLTWCH Â NI:

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CYNYRCHIOLI, DYLANWADU, TRAFOD