

# YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /  
North Wales Police Federation

**POLICE**  
*Federation*

SEPTEMBER 2023

**BRAVE CATHERINE  
HONOURED AT  
DOWNING STREET**

Pages 4 and 5

REPRESENTING • NEGOTIATING • INFLUENCING

# 'WE ALL REMAIN PART OF A UNIQUE FAMILY'



By Mark Jones, secretary of North Wales Police Federation

Since writing my last foreword in June's 'Your Voice' there have been two events I have attended and participated in which have really 'hit home'. Although very different they are also intrinsically linked for reasons I shall come on to.

The first was the national Police Bravery Awards held in London back in the middle of July. No matter how many times I have attended the awards, I am completely blown away by the sheer bravery of our police officer colleagues from all corners of Wales and England. What remains the same, each year, is the humbleness of the nominees who all say the same line: "I was just doing my job."

Yes, indeed you are but, on this occasion,

we want to celebrate and put the spotlight directly on you. Police officers do extraordinary acts every single day and as a community and nation we should never forget the sacrifices made to protect us all.

Our North Wales nominee this year was PC Cath Parry who, off duty and with no protective equipment, challenged and contained a knife-wielding man who was enduring a mental health condition in the Sainsbury's supermarket in Oswestry. Cath's actions undoubtedly led to the safe detention of that individual while protecting the many members of the public who were there at the time.

Over the two days of the awards, it was so good to spend time with Cath and her daughter Alanya and I certainly found my match when it comes to talkers! I can talk a glass eye to sleep but Cath and Alanya were the perfect company and I am so glad we could rightly recognise Cath's bravery.

During the awards we also heard of other nominees who had intervened and tried to save lives, sadly on times, without success. This was the more reflective side of the awards and highlighted to me that police officers literally deal with life and death situations every day.

This led me on to the second event at the end of July: the Care of Police Survivors (COPS) Police Unity Tour. Despite valiant efforts from colleagues, I determined that I was safer (as were the public at large!) if I participated on four wheels as opposed to two so I was honoured to be part of the official support

team for the Welsh Chapter of this annual cycle ride by officers from across Wales and England.

Starting at Force HQ on a very wet Thursday morning, our North Wales riders set off with the eventual destination being at the National Memorial Arboretum in Staffordshire on the Sunday for the annual COPS Service of Remembrance.

It was an incredible experience to see the camaraderie and team spirit between the cyclists who were all riding in memory and honour of a fallen colleague who made the ultimate sacrifice.

As part of the support team, we were there to feed the weary cyclists with eye-watering amounts of Haribo sweets, fill them up with bean-to-cup coffee from the Federation welfare van and be general cheerleaders to keep the spirits up as they pedalled the miles.

On the Sunday, when the cyclists all enter the arboretum, you cannot help but be moved. To hear the stories of survivors was emotional and to see, first-hand, how the COPS charity supports families was inspiring.

I know there are always a lot of requests to donate to charitable causes but I ask you to consider making a donation to continue the amazing work of COPS. You can do so by visiting: <https://ukcops.org/make-a-donation/>

We will never, ever, forget our colleagues who left us far too soon and our heartfelt condolences and thoughts remain with their loved ones. It is in that spirit that we particularly mention the families of Inspector Gareth Earp of Dyfed Powys Police and Sergeant Graham Saville of Nottinghamshire Police.

So, this secretary's foreword is a little different to my usual grumblings in that, despite all the adversity, we all remain part of a unique family – a policing family – and all the quirks that come with that. But knowing that when one falls, we all fall, however, we remain surrounded by extraordinary human beings who do outstanding acts every single day. I salute and thank you all.



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our police officer colleagues from all corners of Wales and England.

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who all say the same line: "I was just doing my job."

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# VARIETY IS THE SPICE OF LIFE



By Vinny Jones, chair of North Wales Police Federation

**W**ell, it's been a very busy few months within the Police Federation with lots to talk about and debate, some of the details of which you will find in this edition of *Your Voice*.

I'd like to begin with expressing my personal congratulations to PC2233 Cath Parry who was one of only 90 Police Bravery Award nominees from 36 police forces across England and Wales this year. I hope she and her daughter, who accompanied her to the awards, thoroughly enjoyed their day and the events in London.

Police bravery is often overlooked as it can be seen in many different forms at many different levels. What is bravery? According to the Oxford Dictionary, the definition of bravery

is courageous behaviour or character. I am all too aware that each and every one of us has ongoing personal battles and issues which require us to be courageous every single day. Sometimes this is just about facing coming to work because one of the unique attributes of policing is that we never know what we are going to face from one day to another and no two shifts are exactly the same. As I was told by Eifion Wyn Jones, my first police driving instructor: "Variety is the spice of life." So, embrace the variety of policing and enjoy it.

There has been much discussion at national level regarding the recent Employment Tribunal decision in the case of Mr L Broadbent and Others v Police Federation of England and Wales (PFEW). This is the case in which just under 10,000 Federation members felt they had been discriminated against due to the way in which the Police Federation of England and Wales handled the police pensions reform which started around 2012.

I am aware there are North Wales members who are claimants in this case and have spoken with some at length. This is a national issue and I am aware an email address has been set up for enquiries for the team dealing with it. Sadly, members have raised concerns about the lack of attention or replies they have received when sending enquiries – this is something I have raised with the team at PFEW HQ.

On the back of this recent Employment Tribunal, there have been some members asking for complete reform of the Police Federation. My understanding of what these members are asking for is for there to be a complete re-shuffle of those involved in prominent positions and who were involved in

the case.

This has already happened. PFEW has had a new national chair and deputy chair. There is a new national secretary and deputy secretary. There are also many different members on the National Board. As it stands, there is only one member who was on the National Board at the time of the issues in this case. PFEW has also recently appointed a CEO, Mukund Krishna. There have been many changes to the way the Federation does business and makes decisions.

As a branch chair, I am part of the National Council and I have been consulted and asked for my opinion on the recent major decisions that have been made by PFEW. When setting out the vision of the future of the Federation, the national chair and secretary have listened to my previous opinions in that I believe the Police Federation of England and Wales must be a 'members up' organisation and we must listen to our members, putting you first in everything we do.

I would like to thank those members who have contacted the office, Mark and me directly because I appreciate we are your representation at National Council level and it was heartwarming to hear that, while there may be some ill-feeling towards the national Federation, locally you appreciate what we do for you. Your appreciation really does go a long way especially on some of the darker days.

The simplify DG6 campaign is gathering momentum calling upon the Government to sponsor an amendment to the Data Protection and Digital Information (No 2) Bill to mitigate the impact of the bureaucratic burden of evidence redaction imposed on police officers when seeking charging decisions from the CPS.

One of our new workplace representatives wrote an article which made its way into the national Police Federation of England and Wales magazine. You're going to have to read it for yourself to see who.

We have our next Branch Council meeting on 13 September so please chat to your workplace representatives and let them know your thoughts, feelings and ideas to input into the meeting.

I hope you enjoy the magazine and if nothing else you can read it with a smile knowing you're now seven per cent better off in your salary.

**I'd like to express my personal congratulations to PC2233 Cath Parry who was one of only 90 Police Bravery Award nominees from 36 police forces across England and Wales this year. I hope she and her daughter, who accompanied her to the awards, thoroughly enjoyed their day and the events in London.**

At the bravery awards ceremony are (left to right) North Wales Police and Crime Commissioner Andy Dunbobbin, PC Cath Parry, First Minister Mark Drakeford, Chief Constable Amanda Blakeman and North Wales Police Federation secretary Mark Jones.



# CATHERINE IS HONoured AT POLICE BRAVERY AWARDS

**A**n off-duty North Wales Police officer who was hailed a Happy Valley hero after tackling a knife-wielding man in a supermarket has been honoured at the national Police Bravery Awards 2023.

The store manager called PC Catherine (Cath) Parry, who has been in the Force for 20 years, “the real Cathy from Happy Valley” – after the lead character from the iconic BBC television series – for displaying outstanding courage in protecting shoppers and subduing the offender.

Cath was shopping in Sainsbury’s in Oswestry in the neighbouring West Mercia force area when the man entered the

supermarket with a knife while experiencing a mental health crisis.

She had just paid for her shopping and was waiting for her mother-in-law when the incident unfolded. Her initial sign something was happening was a visibly shaken female cashier before she saw the man aggressively waving a large knife and shouting that he was going to kill people.

Identifying herself as a police officer, she told him to put the knife down. But the man continued to scream and went behind the cigarette counter where he repeatedly stabbed the till so hard it broke the blade.

She kept the man inside the

supermarket until West Mercia Police officers arrived to support her and tackle the man to the ground – by which time the store had been evacuated.

Mark Jones, secretary of North Wales Police Federation which nominated PC Parry for the prestigious awards, said: “PC Parry demonstrated how police officers are never truly off-duty and their commitment to serving their communities at all times.

“She saw an incident unfolding and did not hesitate to put herself in harm’s way to protect others, bringing it to a safe conclusion.

“PC Parry was a worthy nominee for the national Police Bravery Awards and deserved to be recognised for her actions.”

Cath, who attended the Police Bravery Awards in central London with her daughter Alanya, described the Downing Street reception attended by all nominees and their guests on the morning of the awards



**We were treated like VIPs and made to feel really appreciated. The reception was informal but a good chance to speak to other colleagues from around the country and hear their amazing stories made me feel part of something very special.**

ceremony as memorable.

Cath said: "Downing Street was such a memorable occasion and to walk through the door at Number 10 was very surreal.

"We were treated like VIPs and made to feel really appreciated. The reception was informal but a good chance to speak to other colleagues from around the country and hearing their amazing stories made me feel part of something very special.

"I think the pride I felt standing outside Downing Street with my daughter is something that I will never forget, and I know she won't either.

"The evening awards were inspirational and to see the chief officers in attendance was great. It made me realise how valued and appreciated we are.

"There are so many highlights."

**Cath's quick reactions and undoubted bravery averted what could have been a tragic incident with unthinkable consequences. This reinforces the reality that, as police officers, we are often called to run towards harm, rather than away.**

North Wales Chief Constable Amanda Blakeman who attended the awards ceremony said: "Cath's quick reactions and undoubted bravery averted what could have been a tragic incident with unthinkable consequences.

"This reinforces the reality that, as police officers, we are often called to run towards harm, rather than away.

"Cath's selfless actions on that day exemplify our core value of protecting our communities and is further proof that we dedicate ourselves first and foremost to public service.

"I speak for all of my officers and staff in congratulating Cath on her nomination. We are proud to have her within our ranks."

The winners of the Welsh regional award were four officers from South Wales Police who tried to rescue a woman from a cliff, and the overall winners were a team of fourteen West Midlands Police officers who put their own lives on the line as they formed a human chain in an attempt to save four young boys who had fallen into a frozen lake.

The annual Police Bravery Awards are organised by the Police Federation of England and Wales and sponsored by Police Mutual.



**PC Cath Parry and her daughter Alanya outside the famous black door at No 10.**

Photos courtesy of Anderson Photography

# MIRIAM IS NAMED AS FORCE'S RESPONSE OFFICER OF THE YEAR



Left to right: PCs Emily Shone and Bethan Williams, Chief Constable Amanda Blakeman, winner PC Miriam Ellis and PC Charlotte Perrin.

**P**C Miriam Ellis has been named as the very first North Wales Police Response Officer of the Year.

Miriam, who is stationed at Mold, was nominated by her Sergeant, Tom Matthews.

In his nomination: Tom said: "Miriam is one of the most diligent and reliable officers I have ever worked with. Miriam regularly receives praise from inspectors for her excellent standard of work, high level of reliability and for getting results. Miriam does not seek any limelight but through her work demonstrates an ethical style of

policing which models the behaviours in the competency and values framework."

She learned that she had won the award during National Response Policing Week of Action earlier this summer.

She said: "I had no idea I was being nominated for the award whatsoever and it came as a huge surprise when I was made aware. It was a huge honour to be considered for such an award having been a response officer for seven years and still feeling like every day brings new challenges, experiences and learning points.

"When I heard that I had actually won the award I was absolutely thrilled and felt a great sense of pride to have been chosen from a pool of so many diligent, resilient and hard-working response officers from across the Force.

"I believe the award was an excellent addition to the Response Policing Week as it really served to champion the officers on the ground who enjoy working out in the community and those who go above and beyond to help victims of crime in need of additional support. It was great to see the demands of the response role being highlighted to the public on social media so that they have a greater understanding of the demands and unpredictability of the role on a day to day basis."

Miriam was the unanimous choice of all the judges who felt that the evidence submitted displayed all round skills. There were 10 nominations this year, and the runners-up were PCs Emily Shone, Bethan Williams and Charlotte Perrin, who were commended by the judges.

**“Miriam is one of the most diligent and reliable officers I have ever worked with. Miriam regularly receives praise from inspectors for her excellent standard of work, high level of reliability and for getting results. Miriam does not seek any limelight but through her work demonstrates an ethical style of policing which models the behaviours in the competency and values framework**

# RESPONSE IS PUT UNDER THE SPOTLIGHT

**R**esponse Policing Week of Action 2023 was an opportunity to highlight the difficult, demanding and unpredictable work that response officers and staff do to keep people safe; to recognise response policing as a specialism and highlight the fantastic work undertaken by response officers on a daily basis.

A national event starting on Monday 26 June, this year marked the third Response Policing Week of Action, but this was the first time that North Wales had taken part.

To mark the week of activities, the National Police Chiefs' Council (NPCC), the College of Policing and the National Police Wellbeing Service, Oscar Kilo, organised a series of events which were open to all who work in, or have an interest in, response policing.

Locally, a number of activities were held across the Force for response officers, emphasising how much we value the work of response officers, who are often the youngest in service, the first to respond to danger and often the first police officer that many members of the public encounter. Within North Wales Police, we also celebrated the nominees and winner of the Response Officer of the Year Award.

T/Supt Llinos Davies, who led the North Wales events, said: "I am delighted that North Wales Police actively supported the national Response Policing Week of Action this year. Having worked in local policing all my career, it was an honour to co-ordinate the local plan for the Force. The week was a great opportunity to shine a light on the excellent work undertaken by response



*T/Supt Llinos Davies awarding a commendation to PC Aron Humphreys during national Response Policing Week of Action.*

officers on a daily basis, and to show response officers how valued they are. I am really grateful to all those that supported the week by organising and engaging in activities."

**I am delighted that North Wales Police actively supported the national Response Policing Week of Action this year.**

## FEDERATION SUPPORTS PSA TESTING

We once again supported our members, current and retired, as we joined Maria Hughes and the team for workforce PSA testing.

Serving and retired male officers and staff over 40 had their bloods taken in Dolgellau, Porthmadog and Caernarfon during the testing session on 10 August.

The PSA test 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 in-Force events have seen more than 1,400 men over 40 tested. There have been Red and Amber results for individuals who otherwise exhibited no symptoms, which flagged concern over their prostate health and allowed early treatment.

North Wales have been a leading force in offering PSA testing, and the results show what an amazing success it has been.

Lots of refreshments were handed out, and thanks to our supporters at Police Insure who provided the cups for all the cups of tea and coffee we handed out.

A very long day, but definitely worth it!



*Pictured during the testing sessions are (left to right) Neil Ackers, the Force risk manager and advocate for PSA testing, Maria Hughes, head of medical services, Martyn Rice, welfare and engagement officer, who attended as phlebotomist, and North Wales Police Federation communications and case officer Jayne Humphreys.*

# PENSIONS REMEDY: USE RETIREMENT CALCULATOR FOR ESTIMATE



By DC Dylan Owen, North Wales Police Federation workplace representative

**O**ctober 2023 is fast approaching – that is when officers have been promised an update as to what is happening to their pensions.

In April 2022, after lengthy legal arguments and court cases, all police officers became members of the 2015 Police Pension Scheme.

Those on legacy schemes, the 1987 and 2005 schemes, had no choice and were transferred onto the less favourable 2015 scheme.

Therefore, all officers with over eight and a half years' service will be keen to learn the result of any remedy as promised by the McCloud Pension Review, expected to report in October 2023.

It is accepted by most that people are living longer these days, therefore drawing their pensions for longer after retiring.

While savings had to be achieved, it would have been fairer for all officers to stay on their original schemes as new schemes were introduced. Police officers are not the only public servants affected by these changes; NHS staff, teachers, firefighters and others have also been affected.

XPS, the police pension administrators, has a police retirement calculator for anyone wanting an estimate as to what they can expect to earn from their pension upon retirement.

This can be accessed at:  
[myownpension.co.uk/mccloud/](https://myownpension.co.uk/mccloud/)

It might be an idea for any officer affected by these changes to obtain an estimate prior to the review announcement and obtaining another one afterwards.

## WE'VE UPDATED THE PIP BOOKLET

Back in 2019 we designed and produced a booklet for all members to raise awareness on Post Incident Procedures (PIP).

We decided to produce the booklet because the PIP process can increasingly be used for any serious incident and, because it hadn't been widely used within North Wales Police, there was still some myths and distrust around the whole process.

Some things have moved on and changed since we produced our first booklet, plus it became apparent that police staff members also needed to be aware of, and understand, the PIP process. As a result, we've reviewed and updated the booklet.

The booklet contains an introduction from the Chief Constable and includes an input from the the Force's lead Post Incident Manager, PSD, the IOPC and principal lawyer Richard Black.

It explains what a PIP is, why it's used and details the four stages. In addition, it contains the experiences of two North

Wales officers and two North Wales members of police staff who have gone through the PIP process recently.

Because of the nature of the work that you do, and the people that you deal with, any one of you could find yourself involved in a PIP at some time, so the booklet provides vital information to enable you to understand this important area of policing.

A copy of the updated booklet will be sent out to all members in the next few months, and a digital version is available on our website at: [www.polfed.org/northwales/media/1523/87434-pip-booklet-e-final-version.pdf](http://www.polfed.org/northwales/media/1523/87434-pip-booklet-e-final-version.pdf)







# EQUALITY: WE ARE IN A BETTER POSITION THAN WE WERE



By Ceri Hawe, North Wales Police Federation equality lead

**A**s equality lead for our branch, it's been really great to be involved with some beneficial pieces of work for the Force over the years.

The Federation is involved in all aspects of business in the organisation acting as the critical friend when needed. We have a very positive relationship with the Force.

For the last year I have been lead facilitator on the Inclusive Leadership Workshops. These are a pilot through Durham University Business School

promoting inclusive leadership and how to prevent harm to staff by practising supportive leadership and creating a positive culture in the workplace. By the end of the year, we will have delivered 15 workshops to first and second line managers at sergeant and inspector level.

I can honestly say it's been extremely rewarding and enjoyable to be involved in this work. I really feel that up to my last day I will be still making a valuable contribution in helping shape the future of our brilliant police force.

I am hopeful that this programme progresses and will include senior leaders going forward as it's vitally important that inclusive, supportive leadership is practised by everyone in the organisation. This will benefit everyone through fewer workplace grievances and employment tribunals, less harm caused to staff and a better culture. Feedback has been really positive from attendees.

I can't promote enough the 'Working with Disability Practice Guide'.

This is a fantastic document that can help both supervisors and staff navigate getting support in the workplace for a disability. It covers the re-badged 'Workplace Passport', workplace adjustments and what can potentially be covered under disability.

The mainstay of my work as a

Federation representative relates to this area of business; supporting those who require workplace adjustments but don't know what support they are entitled to and what that can look like.

Quite often people don't realise they are covered by the Equality Act 2010. The organisation is most definitely on a journey in getting to grips with this. We are in a better position than we were but there is still a long way to go around education in this, throughout the organisation and the practical application of adjustments.

The best teams embrace difference, whether that is neurodiversity, sexuality, gender, disability or ethnicity. We need to be more inclusive. This will support those with differences and shape the face of the Force for the future in a positive way by both retaining those staff and attracting more diversity into the organisation.

It's vitally important that we create a positive culture in the organisation. We all have our part to play in this.

On 4 November I retire after 30 years, leaving a job and organisation that I love. I feel privileged and proud to have served as a police officer and would not change a thing, as everything that has happened has shaped who I am. I met my husband in the job and we have our two sons who we are immensely proud of.

India 1414 over and out.



**I really feel that up to my last day I will be still making a valuable contribution in helping shape the future of our brilliant police force.**

# WELFARE SUPPORT – THE POLICE TREATMENT CENTRES

By Chris Monkiewicz, North Wales Police Federation workplace representative

When asked to write this article I found it difficult choosing a subject. But, as a Fed rep and sergeant, I am passionate about the wellbeing of colleagues and thought I would use my recent experience of the Police Treatment Centres (PTC) to raise awareness of their services in the hope I can encourage others to make use of their facilities.



As you will be aware from July's edition of the magazine, Martin Price detailed a host of support offered to officers and staff within the organisation including the PTC. The PTC is a charitable organisation offering support to police officers (serving and retired) and PCSOs who have contributed to the charity for more than 12 months. The donation is £1.80 per week.

They have two locations offering in patient residential treatment – St Andrews, Harrogate and Castlebrae, Scotland and two courses of treatment – physiotherapy and wellbeing. Other outpatient courses are available.

I have used the St Andrews facility a few times over the years for physio and cannot stress how valuable this has been in aiding recovery.

To attend, you simply fill out the application form and, once supported by a medical professional/occupational health the application can then be submitted.

A nurse from the PTC will contact you, assess your individual needs and discuss the most appropriate treatment with you. I was contacted within two weeks of applying.

Initially, I was hesitant to attend due to childcare and not being able to attend for two whole weeks. Luckily, for physiotherapy there is an option to complete the treatment over split weeks dependent on clinical suitability. There is also an option to apply for self-catering cottages at both sites. These are free of charge and are on a first come, first served basis.

Once your stay is booked you just need to notify your line manager and duties. The



## THE POLICE TREATMENT CENTRES

A Force for Promoting & Improving Health & Wellbeing

For just a small donation you could have the comfort of knowing we will be there for you if you are injured or ill, through free treatment, support & recuperation, including intensive, Police-Specific, physiotherapy and psychological wellbeing support. Don't forget, it doesn't matter if your injury occurs on or off duty - it could have occurred playing football or even walking the dog.



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Available to Serving Police Officers, PCSOs, Specials Constables, Detention and Custody Officers and Police Staff Investigators (including CSIs & Civilian Investigators) who make a monthly donation of £7.80. Retired Officers are asked to make a monthly donation of £4.50.

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The Police Treatment Centres



## The Police Children's Charity

"Providing a helping hand if the unimaginable happens"

The Police Children's Charity is a registered charity which supports Police Families by helping to ease the financial pressures of bringing up children in the face of life-changing circumstances. These circumstances include the loss of either parent (whether a Serving Police Role or not) or the Police Parent being unable to earn an income due to illness or injury, sustained on or off duty.

The Charity also offers financial assistance to support the mental health and wellbeing of the Families of Serving Police roles who are current donors to the Trust.

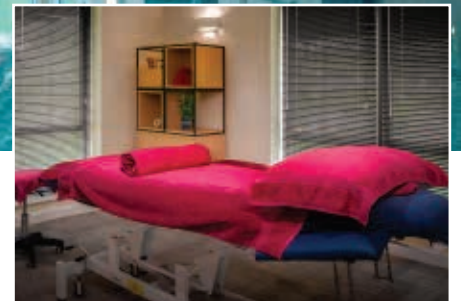
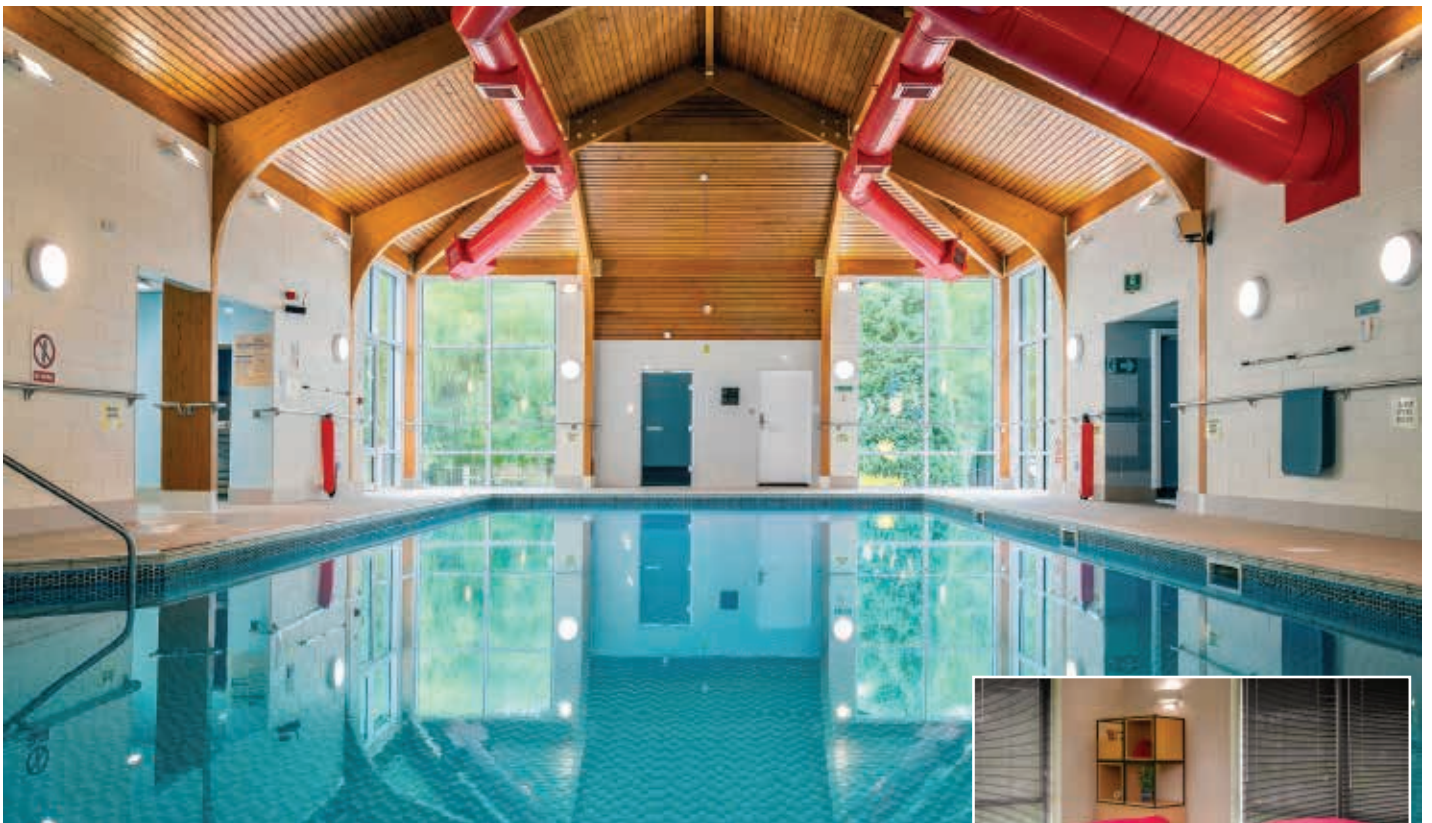
No amount of money can replace a parent, but the financial support from the The Police Children's Charity can make a real difference to the lives of Police children.

For just a small donation of £1.50 month, Serving Officers can be eligible to receive the support of the Trust and support their Police Family colleagues!

Available to Serving Police Officers, PCSOs, Specials Constables, Detention and Custody Officers and Police Staff Investigators (including CSIs & Civilian Investigators) who make a monthly donation.

Find out more & sign up just scan the QR Code





stay there is classed as duty time so will not impact annual leave.

On your day of arrival, you will be booked in by the friendly staff, allocated a room for your stay and offered a tour. Throughout the stay you will be provided three meals a day served by the catering staff in the canteen. They offer a good choice of food to provide a nutritionally balanced diet and can support dietary needs upon request.

You will then meet with the nursing team and later a physiotherapist who will provide you with a programme tailored to suit your recovery.

This typically consists of daily physio, Pilates and other exercise classes to boost your recovery and rehabilitation. As well as the recommended classes, there are plenty of extra classes to choose from and during your down time you can make use of the pool, gym, craft room or TV lounge to name but a few of the facilities.

Each time I have used the PTC, I have

found that the programme and daily physio has helped improve my conditions significantly and there is the added benefit of not having other distractions so you can solely focus on your rehabilitation.

During my stay I have spoken with colleagues using the wellbeing programme. They have high praise for the treatment offered and all say that they would highly recommend the programme to anyone who feels they may need it.

I personally feel the welfare support offered by North Wales Police has improved significantly in recent years and, in addition to what the Force can offer, the PTC can provide officers with access to physio and wellbeing programmes that simply do not exist anywhere else.

I would strongly urge every officer to consider signing up to the PTC and taking the opportunity to use the services they offer. You never know when you may need their support!

I hope that this has encouraged you to consider supporting the charity and making use of their services. If you need further information you can check their website: [www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org) or contact me directly.

## BEN FUND: 'CRITICAL OFFICERS GET THE SUPPORT THEY NEED'

Back in August, North Wales Police Federation secretary Mark Jones visited The Ben Fund with the Chief Constable, Amanda Blakeman, to take a look at the fantastic facilities available to officers who subscribe to the charity.

It was the first visit that CC Blakeman had made to the charity. "I was fortunate to attend 'The Ben Fund' centre in the company of Mark Jones and was impressed at the facilities on offer. The service is incredibly well designed and delivered by professional with the right skills. It's vitally important to me that our officers have the right support at a time when they need it the most," she said.

"We here at North Wales Police are incredibly proud to be part

of the fund which is a charity supported by officers and forces."

"This service is incredibly well thought through and expertly delivered." said Mark, "It is critical that our officers get the support that they need when they really need it. The service is delivered by professionals with all the skills to deal with the challenges our teams face.

"The fund is a charity supported by officers and forces and we are proud to be part of the fund."

If you're not already a member of The Ben Fund, and would like to find out more about the fantastic services that they offer, visit [www.polfed.org/northwales/member-services/welfare/the-ben-fund/](http://www.polfed.org/northwales/member-services/welfare/the-ben-fund/)

# FORCE TEAM JOINS POLICE UNITY TOUR TO HONOUR FALLEN COLLEAGUES

A team of 19 officers and staff representing NWP left North Wales Police HQ on Thursday 27 July and cycled some 200 miles over four days as part of the Care of Police Survivors (COPS) Police Unity Tour, a long-distance cycle ride undertaken by hundreds of police officers across the UK.

The NWP group met the other Welsh forces in Aberystwyth the following morning, and between then and Sunday 30 July, the team – including Chief Constable Amanda Blakeman – cycled and supported from Aberystwyth to the National Memorial Arboretum in Staffordshire as part of the

2023 COPS annual UK Police Unity Tour ride.

COPS is a UK registered charity dedicated to helping the families of police officers who have lost their lives in the line of duty. They aim to ensure that survivors have all the help they need to cope with such a tragedy, and that they remain part of the police family as they rebuild their lives.

The Police Unity Tour began in New Jersey, United States in 1997 to raise awareness for officers killed in the line of duty, honour their sacrifices and raise funds for families.

Temporary Superintendent Owain

Llewellyn, who facilitated the North Wales Police involvement in this year's tour, said: "COPS is a fantastic charity that provides so much support to families of fallen officers.

"Cycling this tour is a way for us to all remember those fallen officers, and once again we looked forward to taking part and helping to raise money for a very worthwhile charity.

"Each rider was issued a memorial bracelet inscribed with the name and information of a police officer who died in the line of duty, which they carried to the finish line.

"The ride itself consists of approximately 200 miles over a testing route and was completed over three days. It is intended to be difficult for sombre reflection of the ultimate sacrifice given by our fallen colleagues. We were joined by riders from police forces from all over the UK and rode together to the National Memorial Arboretum in Staffordshire for the annual COPS memorial service."

T/Supt Llewellyn added: "A number of

**The work that COPS do is absolutely essential and, while nobody should ever have to use their services, the sad fact is that they are required. It is an absolute privilege to collectively ride in memory of our fallen colleagues, to show that we, as a police service, will never forget their sacrifice.**



North Wales Chief Constable Amanda Blakeman holds the Welsh flag with the Wales Chapter of the Police Unity Tour.



The Welsh riders en route to the arboretum.

fundraising events have been held including a cake sale and raffle and we'd like to thank everyone who has contributed so far. We are grateful for any donation – big or small, which can be given via our Just Giving page. Please support us if you can."

The teams were also supported for the first time by the North Wales Police Federation welfare van.

North Wales Police Federation secretary and treasurer Mark Jones said: "The Police Unity Tour is an event which makes us proud to be part of the police family.

"The COPS service on the Sunday morning is always an emotional experience for the cyclists, support teams, families and their guests and gives everyone the chance to catch up. I was pleased to be there to represent North Wales Police and support

the riders, survivors and the charity."

North Wales Police Chief Constable Amanda Blakeman said: "The COPS charity is extremely close to my heart and it is always a real honour to take part in this event.

"The work that COPS do is absolutely essential and, while nobody should ever have to use their services, the sad fact is that they are required. It is an absolute privilege to collectively ride in memory of our fallen colleagues, to show that we, as a police service, will never forget their sacrifice."

If you'd like to make a donation, you can do so at: <https://www.justgiving.com/fundraising/northwalesunitytour2023>

You can read more about the tour at: <https://ukpoliceunitytour.org/>

Find out more about the COPS charity via <https://ukcops.org/>

## MARK SUPPORTS PUT TEAM



Mark Jones, North Wales Police Federation branch secretary, took part in the Police Unity Tour for the first time this year, taking our welfare van as one of the support vehicles.

As a member of the team, Mark wore a wristband to drive into the memorial service on Sunday. Each wristband remembers a fallen officer or member of staff. Traditionally this band is presented to a family member at the service or, if they are unable to attend, it is sent to the family, where COPS hold details.

Mark was wearing the band of North Wales PC Andrew Harrison, end of watch on 27 October 1987.

Unfortunately, COPS has no family members registered for Andrew, and due to the passage of time, we have been unable to locate any details.

Mark would really like his family to have this band. Do you have a contact for a family member? If so, please email [fedadmin@northwales.police.uk](mailto:fedadmin@northwales.police.uk) and Mark will get in touch with them to present them with the band.





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- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands – we can help your family have the final say through Lasting Powers of Attorney.
- // Don't leave your estate to disabled children who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it – put it in trust for them.
- // Don't give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.

- // Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your children's inheritance is administered by their surviving parent with whom you may no longer have a good relationship.

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# WHY WE SHOULD STOP HIRING POLICE OFFICERS

North Wales Police Federation member PC Gary Sinfield explains why the police service has to adapt and learn from past mistakes

Okay, hear me out, I'll get to it, but let's start with a little history lesson. It's France on 1 July 1916, the first day of the Battle of the Somme.

Now, history tells us that the generals are still fighting the last war and are not changing their strategy or tactics. So, they sent thousands of young men over the top, walking directly into entrenched German machine gun positions.

More than 19,000 soldiers died in that first day alone and we are not even counting the wounded. So, what did their commanders do the following day, the next and then the next? Simply send even more men over the top and again threw them at the same problem, with the same result.

Einstein famously said: "Insanity is doing the same thing over and over again and expecting different results."

The thing that changed the direction of the First World War, and with any other battle or conflict in history, is a change of direction or tactic. The western front was ultimately won with a combination of supporting arms, infantry, artillery, reconnaissance and aerial support; not just leaving everything to be done by those in the trenches.

Sound familiar? It should do. We are expecting our response officers to do everything, but then complain when they do not have the bandwidth to do the core basics that SMT and the community expect.

They need administrative support to stop them from getting cut down in no man's land. And make no mistake they are, and the casualties are mounting both mentally and physically judging by the numbers leaving the service.

I believe we need to invest in administrative policing experts either civilians or long-term, non-operational



officers to help in progressing investigations. We do have that in some limited or ad hoc basis, but I say that we make it standard and permanent.

I propose that we ratio the number of staff depending on the size of each rota for example 3:1 or 4:1, one staff member looking after the crimes of three or four officers. But here is the difference to current or previous implementations. These staff members are on your rota, in your parade room, sharing your tea kitty and your banter. They are part of the rota like anyone else, they simply do a different job. Which is simple; doing whatever they can to progress their assigned officers' crimes.

This could be file work, victim updates, statements, CCTV reviews or anything that they can do to help. But once again here lies the difference they work together as a team with the reporting officer to progress the job, it's not just dumped on one person until they're swamped.

So, an officer will go to a job, do the usual, EOEL1 & 6, victim statement and so on, but their admin expert the following day may take a witness statement or do Lima

application for the job as an example. If CCTV needs picking up or statement signed or if the admin has a time critical file that needs to be done instead then the officer will do it if it can't wait like they normally would. If the admin person is swamped with time sensitive files, for example, then their officer will stay in the station and help get them back on an even keel. As the job remains the responsibility of the OIC, they work together as a team to progress it.

This stops the problem with previous models where we centralise our new teams resulting in them becoming a faceless entity, where we simply guess what they are responsible for, and they develop an ever-evolving criteria of what they will and will not take from response leaving us at square one.

This is a logistics scale used in the military; you have four tanks, and those four tanks need ten soldiers to support and maintain them. You get four more tanks you need ten more to support those. If not the tank crews will be doing the maintenance instead of fighting. This is a logistics factor, it's different for every unit or operation, some are fixed some are more fluid.

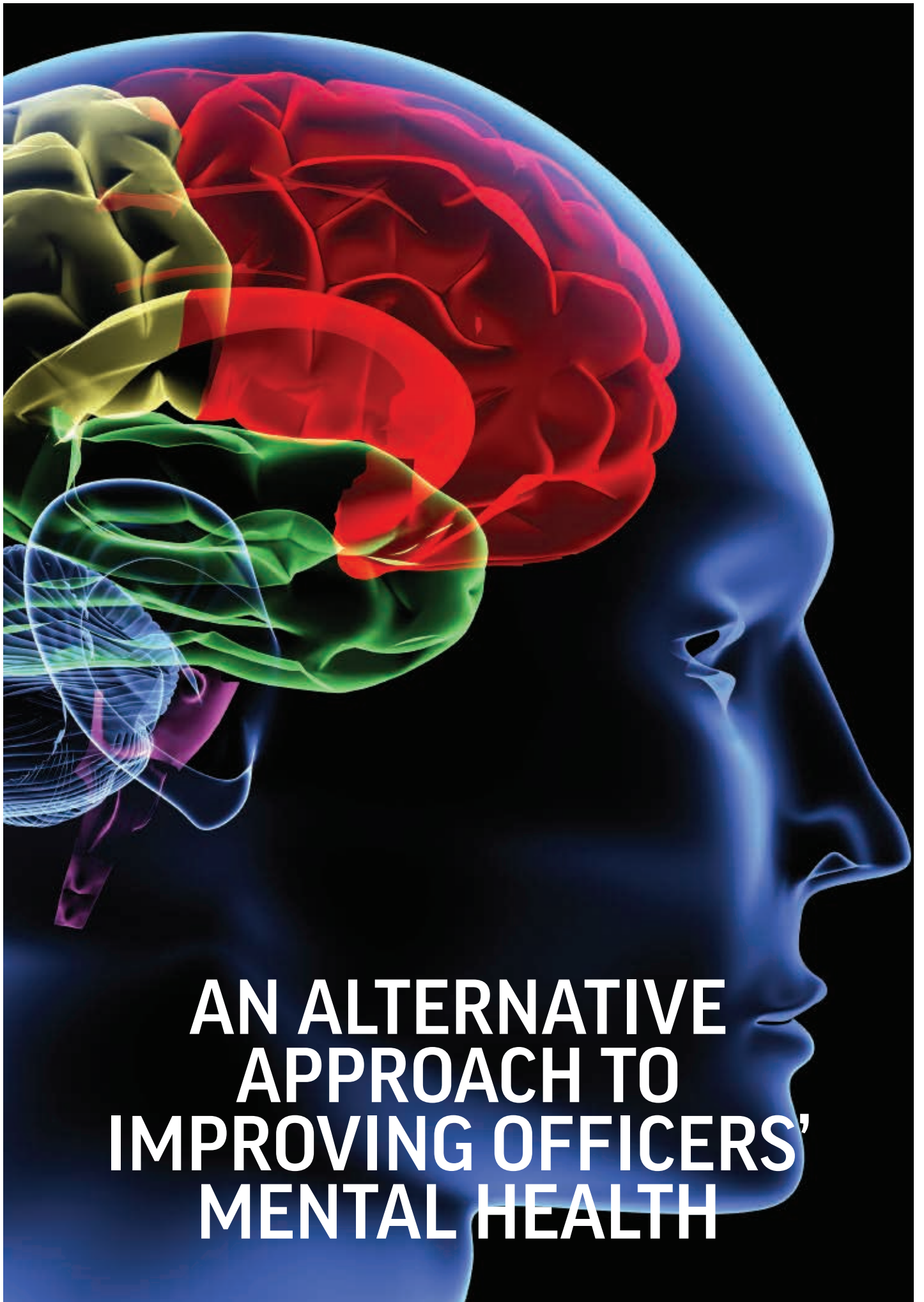
If we do not learn from the mistakes of the past, we are doomed to repeat them and if we also do not look at new ways of working, we will continue to make the same mistakes. We need to find the logistics factor for a police officer, start with the frontline then start to move back, not the other way around.

There is a saying in the US special operations community that "you should always listen to the man on the ground" meaning that regardless of what you know, or you think you know, you are not there. They are there and they know what is going on.

Senior leaders need to listen more to the ones on the frontline and take their suggestions seriously or simply take the time to debate them, to see if they are possible and not simply dismiss them because management hadn't come up with them themselves.

"Amateurs talk strategy and professionals talk logistics," - US General of the Army, Omar Bradley.

**If we do not learn from the mistakes of the past, we are doomed to repeat them and if we also do not look at new ways of working, we will continue to make the same mistakes. We need to find the logistics factor for a police officer, start with the frontline then start to move back, not the other way around.**



**AN ALTERNATIVE  
APPROACH TO  
IMPROVING OFFICERS'  
MENTAL HEALTH**



Officers' mental health has long been a concern for both the Police Federation and the service overall.

Current data released by Police Care UK estimates that 66 per cent of police officers and staff may experience psychological or mental health issues and that 71 per cent may experience anxiety and depression. Current absence rate for police officers and staff is 9.4 per cent (a rise of 5 per cent in two years).

### An alternative approach

Research conducted in 2022 looked at how online Solution Focused Hypnotherapy (SFH) may offer an alternative approach in supporting employees from Northumbria Police who had been experiencing a range of mental health issues.

Although the police participants predominantly sought support for anxiety and stress reduction, they also reported issues including depression, loss of confidence and trauma.

While sleep was not commonly mentioned as a primary reason for seeking help, sleep quality data collected during the information gathering, showed that the majority of participating police officers and staff reported issues with sleep.

### The research outcomes

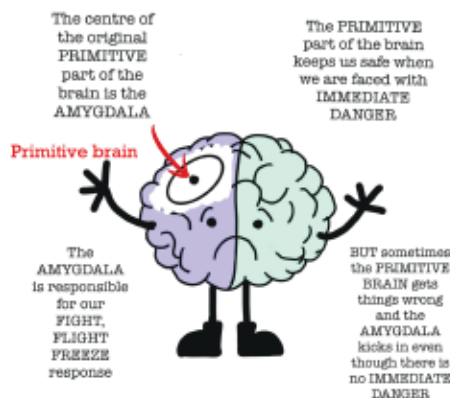
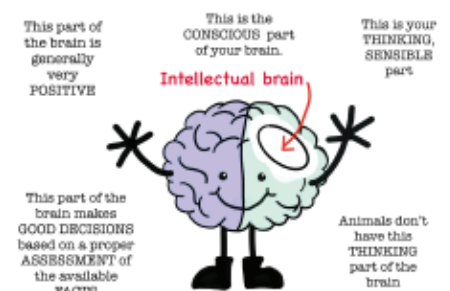
The outcomes of the research were impressive. Regardless of what brought them to access help, police officers and staff saw a positive reduction in their symptoms and an increase in resilience and overall wellness. Following treatment, the participants said they could better maintain perspective, cope with challenges, were calmer and had improved sleep.

In addition, 100 per cent of participants that completed treatment (on average receiving 8 - 12 sessions) responded i.e., were getting better as a result of therapy.

Life wellness score increases of 84 per cent echoed the reduction of anxiety and depression symptoms demonstrating an improvement in participant wellbeing and wellness.

A total of 78 per cent had no clinical symptoms remaining after completing SFH therapy.

These outcomes compared favourably with Cognitive Behavioural Therapy (CBT), which is often recommended for police officers. It is reported that CBT isn't always successful in treating anxiety and depression, and 50 per cent of people don't see much, if any, improvement in their



symptoms after CBT alone.

### How does it work?

To understand why SFH can be so effective, it helps to go back to basics and understand how the brain works.

We all have two parts to our brains - the intellectual (which helps us to be positive and rational) and the primitive. It's the primitive brain that is heavily involved in anxiety. It aims to keep us safe and is highly vigilant against "threats". This served us well in our primitive pasts, when we might have run into a sabre-toothed tiger and needed to flee at any moment.

However, our brains still work in the same way today, even though our "threats" are far more mundane. We react to modern day stress in the same way that we might have reacted to sabre tooth tigers in the past.

SFH uses neuroscience and an in-depth understanding of the brain, to teach clients the strategies to dial down the feeling of threat, so that they may act more appropriately to stress, and helps to calm the mind.

### Calming the mind

Hypnosis is nothing to be afraid of and,

despite what you might have heard, it's not mind control; the hypnotherapist cannot make anyone to do anything that their subconscious mind isn't fully on board with.

SFH induces a state of deep relaxation known as 'trance' or 'hypnosis'. During trance, the brain enters a state similar to the Rapid Eye Movement (REM) part of sleep, which helps the brain to recalibrate and reduces the potential for negative thoughts and anxiety.

During hypnosis, the client can start to rewire their brain and change the way they think, feel, and behave. The client can choose what to focus on for positive change and rewire their brain to make this change a long-term reality.

When this is accompanied by boosting serotonin through positive thoughts, actions and interactions, and tools to promote relaxation, SFH can significantly reduce symptoms of anxiety, depression and other mental health conditions.

As well as reducing stress and anxiety, SFH can also help to discover (or rediscover) skills and strengths, visualise goals and success, and increase confidence, all of which can significantly improve performance at work.

### In conclusion

SFH has been demonstrated to be highly effective in reducing symptoms and improving resilience and overall wellness for police officers, regardless of the original issue or issues.

Because it's highly structured and logical, most participants fully engaged with the process and experienced results quickly - especially once they understood how the brain works and how to rewire it to manage stress, increase positivity and build resilience.

The hope is that the study will encourage others, including blue light organisations, to consider offering SFH as part of a package of support for employees in the future.

### About Charlotte

Charlotte Spillane is a clinical hypnotherapist, wellbeing specialist, and confidence and mindset coach based in Colwyn Bay, North Wales. She also trains solution focused hypnotherapists at CPHT Liverpool in Liverpool Hope University.

Charlotte uses SFH to support clients struggling with stress, anxiety and confidence Issues. She has a particular interest in working with women in midlife and imposter syndrome.

Charlotte delivers regular wellbeing seminars for North Wales Police Federation, where she educates police officers and staff on how to reduce stress and anxiety, and improve the quality of their sleep.

To find out more go to [www.sparkhypnotherapy.co.uk](http://www.sparkhypnotherapy.co.uk) or follow Charlotte @sparkhypno



Regardless of what brought them to access help, police officers and staff saw a positive reduction in their symptoms and an increase in resilience and overall wellness. Following treatment, the participants said they could better maintain perspective, cope with challenges, were calmer and had improved sleep.

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*“Helped with paying for my son’s education at university. He is now debt-free of university fees.(LISA)”*

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# BREW AND BAKE RAISES COPS FUNDS

**A** Brew and Bake was held in Force HQ to raise funds for the Care of Police Survivors (COPS) UK Police Unity Tour 2023 - North Wales Chapter.

COPS is a fantastic charity which supports families after a death on duty, providing support opportunities and access to counselling services to help surviving family members (survivors) rebuild their shattered lives.

"Your loss is a part of who you are but COPS helps you realise that it doesn't define you. We are all one big family."

Since its foundation in 2003, COPS has helped hundreds of police families devastated by the loss of a loved one who died on duty.

At the Brew and Bake which was held on 18 July, the cakes were fantastic, and the event was followed by a moving service to remember those North Wales officers who made the ultimate sacrifice.

The Unity Tour took place over the weekend of 28 - 30 July with the North Wales Chapter cycling to meet the other Welsh and English chapters, and then ride to the National Memorial Arboretum in Staffordshire. The weekend concluded with the COPS Service of Remembrance at the arboretum. #lestweforget

If you'd like to donate to the COPS UK Police Unity Tour 2023 - North Wales Chapter, you can do so at:

<https://www.justgiving.com/fundraising/northwalesunitytour2023>



Officers and staff at the fundraising event.

## NARPO GROUP ENJOY DAY TRIP

More than 40 members of the Gwynedd branch of NARPO members have enjoyed a wonderful day out in outstanding weather.

Starting at the Llyn Padarn Lake Railway Station, Llanberis they were joined by Maldwyn Roberts who had arranged with the train company a special return train trip along the north shore of the lake.

The journey, on 23 May, was made even more interesting by following a fact sheet Maldwyn had prepared for every one of the 42-strong group. It identified the interesting facts and views that presented on the journey.

On returning to the Gilfach Ddu Station, they all enjoyed a cup of tea or coffee and a scone, a good chat and comfort break.

Most of the group then visited The Heights Hotel in Llanberis, kindly invited by the proprietor, Gwyndaf Jones, and - though more than 30 members all landed together - the staff service and meal, which was picked from the bar menu, was second to none - excellent.

NARPO recently appealed to officers' generosity to donate monies for NARPO



NARPO members.

member Bob Hind who was running in the London Marathon in April in aid of the charity Marie Curie. Bob was running this event after his friend Pete Cooper, a retired police officer and a member of the Gwynedd NARPO branch, required Marie Curie nursing care.

Bob had a target of £2,000, but he is

very pleased to share that his efforts raised just short of £4,000, double his target, and this has now gone to the charity. Excellent Bob, the branch thanks you for your efforts.

Marathon fundraiser Bob Hind.



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# BRYN CYCLES TO PARIS FOR CHARITY FUND-RAISER



Celebrating reaching the Eiffel Tower.

Over the weekend of 30 June – 2 July 2023 DC Bryn Roberts completed the challenging London to Paris bike ride.

As some of you may know, Bryn's wife Jane recently won her battle with cancer. This was due to the incredible treatment provided by the NHS which has massively improved over the years.

Bryn decided he would like to say thank you by raising money for Cancer Research UK.

To do this, he signed up for a bike ride from London to Paris over three days. He did it with a couple of friends who were raising money for separate causes.

Day 1, covering 60 miles, began in Greenwich Park in south east London. From there, they rode to Newhaven to catch the ferry to Dieppe.

"This was my first experience of cycling in the big smoke and with all the traffic lights and stopping and starting it was

difficult to keep the group together," said Bryn, "It was a relief to get to the ferry in plenty of time for a well-earned break before a short ride up a very steep hill to our first hotel."

Day 2, covering 67 miles, took the team from an early start in Dieppe, where their route joined the Avenue Verte, a beautiful, purpose-built cycle route southward to Paris.

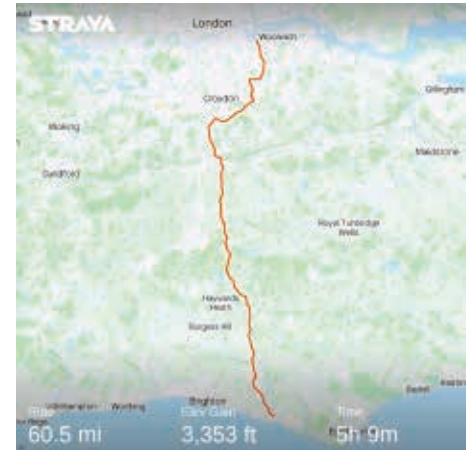
"A brilliant start to the day with a long downhill section in the sun but followed by a lot of rain. This was the longest ride and it wasn't helped when I got a puncture after riding over a level crossing," said Bryn.

"Fortunately, I had come prepared and was only delayed as long as it took me to swap the inner tube."

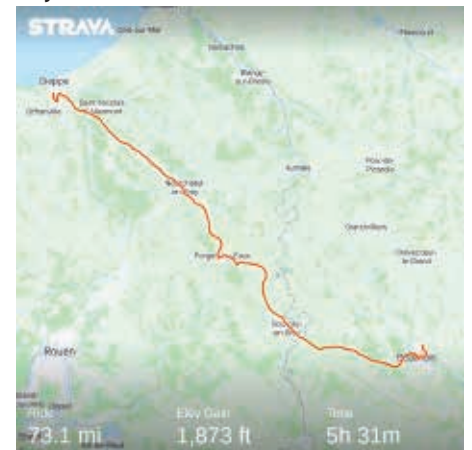
Day 3, a distance of 48 miles, was a final stretch from Beauvais to Paris.

"This was my favourite day despite it starting with a very long climb. The views over the French countryside were worth it.

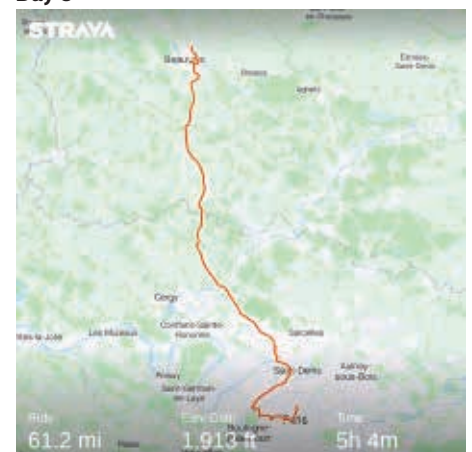
## Day 1



## Day 2



## Day 3



We then battled our way through the Paris traffic, dodging the burnt out cars and remains of blockades left by the rioters. It all ended with a photo and a prosecco - in a paper cup - under the Eiffel Tower," Bryn explained.

"Once the payment for the challenge itself had been made - covered by myself and family - the final donation to Cancer Research was £1,000."

# CARDIFF SET TO HOST NATIONAL POLICE MEMORIAL DAY

Officers of all ranks will join the families of fallen officers at the National Police Memorial Day (NPMD) which is being held in Cardiff at the end of September.

North Wales Police Federation secretary Mark Jones will attend the service at the city's St David's Hall on Sunday 24 September.

He said: "National Police Memorial Day has to be one of the most important dates in the policing calendar and is a poignant reminder of the dangers officers face day in,

day out as they go about their duties, serving and protecting their communities.

"The service gives colleagues from all four corners of the UK to gather, remember fallen colleagues and show their families that they are never forgotten."

As in previous years, a tribute wall is planned for people to share their messages of remembrance and support. You can access this at

[https://www.nationalpolicememorialday.org/tribute\\_wall.htm](https://www.nationalpolicememorialday.org/tribute_wall.htm)

The National Police Memorial Day was

first held in 2004 and is supported by royalty, Government and UK police services.

It is rotated around the four nations of the United Kingdom and is held on the closest Sunday to 29 September, which is St Michael's Day, the patron saint of policing, and honours the courage and sacrifice of the almost 4,000 police officers who have been killed on duty.

You have to register to attend the service and you can do this via the NPMD website: [nationalpolicememorialday.org](http://nationalpolicememorialday.org)



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# ACCIDENTS AT WORK

By Jonathan Belcham of Ralli

Accidents at work can include slips and trips, falling objects or falls from height, injuries sustained from lifting and/or carrying heavy objects, injuries sustained from operational deployment and training.



To be awarded compensation for an accident, workers have to prove their employer owed them a duty of care, the employer breached that duty of care, and the breach of that duty resulted in their injury.

The first part of this criteria is straightforward. It is well established in law that employers owe their workers a duty of care. The second part to consider is whether the employer did everything that was reasonably expected of them in keeping their worker safe.

Have they dealt with the risks that they could reasonably foresee, i.e., have they got adequate risk assessments in place, have they provided suitable training to their employees, have they provided the correct equipment and/or personal protective equipment?

Obviously, police officers are exposed to far more risk of injury than sedentary workers but the Force only has a duty to take as much care of you as would be reasonably expected and not at any and all cost.

Once a breach has been shown, a person also has to prove that their injuries were caused by the breach

and this is clarified by obtaining a report from a medical expert.

Claims should be made as soon as possible to avoid any issues with gathering evidence. Delays can cause problems in recalling what happened and documents can be lost.

The law states that an injured person is required to start court proceedings within three years of the date of an accident, or the date they first suspected or were told by a doctor that their symptoms or disease were work related.

If you are involved and injured in an accident at work, you should report the accident immediately, or as soon as possible after medical treatment to your employer, preferably a line manager, also ensuring that you complete an accident book/on duty report. Ensure that the accident is recorded accurately. If, for instance, you slipped, the report should specify this and not tripped as this could materially affect the prospects of success.

If possible, and it is permitted in the workplace, take photographs or video evidence of what you consider to be causative of your injury - you can never have too much evidence. If you are off work for some time, the Force may make changes to work equipment and systems of work, or carry out an accident investigation, therefore ask a reliable colleague to note any changes and keep you updated.

Seek medical attention by attending your GP, hospital or occupational health. Also keep an up to date note of all symptoms and how the symptoms progress, or photographs showing how injuries have recovered, as what may seem like a minor injury, or something that doesn't come on until after GP or hospital attendance, may actually become a long term or more serious condition.

Failure to do this can cause problems in proving the injuries were sustained in the accident particularly if the hospital or GP has not made a note of particular injuries or symptoms.

As well as compensation for the injury, you are also entitled to claim for any losses and expenses incurred including shift allowances and over-time etc. It is essential that you ensure that you keep a record of losses and expenses and obtain and keep receipts/documentary evidence where possible. Record any traveling expenses, i.e., date of appointment/trip, the return mileage (if driven) or receipts for bus or taxi travel. Such claims can be refused where documentary evidence is not provided and where receipts should have been obtained.

The Federation has always supported injured members and their families who suffer accidents at work and also off duty. Claims must be submitted through your rep/branch.

For road traffic accidents only call the Police Federation RTA Legal Assistance Service - freephone 0808 1965 315. The service includes family members and off duty road traffic accidents.

**Jonathan Belcham has been advising members of the Police Federation for more than 30 years - if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.**



With over 30 years of experience dealing with claims for police officers, we at Ralli Solicitors have the knowledge and determination to assist you with all your personal injury needs.

**We can help you with:**

Road Traffic Accidents  
Accidents On & Off Duty  
Employers Liability  
Training Accidents  
Sports Injuries  
Clinical Negligence

0161 207 2020

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



We understand that behind every uniform, lies a person



# You protect the public... but how can you protect your future?

Spillane & Co. Wealth Management Ltd offer a bespoke financial service to serving and retired members of the Police Force. We appreciate that you may not have the time to address some of your financial affairs, which may include:

- ◆ Planning for your retirement
- ◆ Financial security
- ◆ Protecting your income, assets and your family
- ◆ Investment planning
- ◆ Estate planning
- ◆ Funding for future education needs

As a Senior Partner Practice of St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need, so you can enjoy the finer elements of life and give you that all important peace of mind for the future.

Please contact us to arrange a no obligation consultation.

"The care and professionalism used to assess our individual needs was outstanding in comparison to other financial advisers. Detailed plans were developed to plan for our future based on our circumstances, not just a sale of simple products pursued by other advisers"

**Brian Robinson, Mold**

"In the four years since I asked Chris Spillane to provide financial advice to myself, I have found him to be extremely knowledgeable, trustworthy and reliable. I consider the advice he provides is always in my best interests and he is always available if I need advice. I would recommend his services wholeheartedly."

**Anthony Duffy, Retired, Pwllheli**

"I was a trustee of a workplace colleague's funds and was so impressed with Chris Spillane's sound advice. Chris is very good at explaining the types of investments and their pros and cons. I have no hesitation in recommending Chris to friends and family."

**Mark Davies, Retired, Mold**

## St. James's Place



**Spillane & Co. Wealth Management Ltd**

01492 531729

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

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Senior Partner Practice

**St  
James's  
Place**

The Partner Practice is an Appointed Representative of and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the group's wealth management products and services, more details of which are set out on the group's website [www.sjp.co.uk/products/](http://www.sjp.co.uk/products/) The 'St. James's Place Partnership' and the titles 'Partner' and 'Partner Practice' are marketing terms used to describe St. James's Place representatives.