

YOUR VOICE

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MARCH 2024

CELEBRATING
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Pages 12 and 13

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HAPPY 50TH ANNIVERSARY!



By Vinny Jones, chair of North Wales Police Federation

Welcome to this edition of *Your Voice*, which provides an overview of some of the great work undertaken locally by your Federation, highlighting how the branch assists you, the members, and hopefully helps the Force work effectively.

This is a significant year for North Wales Police. It's 50 years since North Wales Police, and therefore North Wales Police Federation, was formed on 1 April 1974 following a merger of the former Flintshire, Denbighshire and Gwynedd Constabularies.

The Force will be celebrating this milestone in a variety of ways throughout 2024, with regular features which will take you behind the scenes of various departments, events and activities – including an open day planned to be held at Police Headquarters in Colwyn Bay in September.

A very warm welcome to our newest members who joined us in January as part of a

police constable intake of 34. It is excellent to see there is still an appetite for people to become police officers and we wish each and every one of you success in your police career. An intake of this size will hopefully make a noticeable difference when it comes to those boots hitting the ground in the communities of North Wales. Not only will the difference be noticed by members of the communities we police but also noticed by colleagues who have been struggling with excessive workloads due to lack of staffing and might even result in having someone to double up with on nights for a change.

If you have any queries, please get in touch with one of your Federation representatives – details can be found on our website www.polfed.org/northwales

The last couple of years have been exceptionally difficult and challenging and we are still feeling the effects of the cost of living crisis which is clearly taking its toll on our members. With this in mind, I am pleased to announce we have been working hard with Metfriendly - savings and investments specialist for the UK police family - who are able to offer some great advice and products which will hopefully help our members with their financial needs. Take a look at their website to see for yourself metfriendly.org.uk/

At a recent Branch Council meeting we received an update from Temporary Chief Superintendent Nick Evans who attended in person to provide an update on the Force

Optimisation Programme. This was welcome news and we are confident there will be some really positive changes which will assist officers in their work. The "Right Person - Right Care" initiative is just one part of the programme and will be welcomed by all.

Sadly, the Government's continuous resistance to recognise the value of police officers, coupled with the constant negativity we receive from the media, are high contributing factors in the reasons behind so many police officers leaving the Force. We've seen extraordinarily high numbers of leavers, many of whom are in the early years of their careers. It's time the Government listened to the likes of the Federation's national chair Steve Hartshorn, Metropolitan Commissioner Sir Mark Rowley QPM and Andy Cooke QPM DL, the chief inspector at His Majesty's Inspectorate of Constabulary and Fire & Rescue Services when it comes to pay and conditions and make policing an attractive and worthwhile career.

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

We hope you find it informative and interesting and who knows it could inspire you to become a Federation representative in the future so that you can offer support to your colleagues.



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SAM MAKES A WELCOME RETURN TO THE FED OFFICE

Sam Roberts has joined the North Wales Police Federation team as the new assistant secretary and treasurer.

Many of you will recognise Sam as a former branch chair and familiar face around the Force prior to her retirement as an officer.

Sam joined North Wales Police in July 1988, retiring in July 2018. She worked in the West, Central and the East for more than 30 years but spent her last few years operationally as Neighbourhood Policing Team Sergeant in Llandudno, which she loved. Sam spent her last three years as an officer as the national women sergeants' representative on the Police Federation of England and Wales (PFEW) National Board and was its first Welsh lead.

As a Fed rep, Sam became the women sergeants' rep in Force in 1996. She undertook several roles on the local Branch Board, was secretary and chair of the Sergeants' Board and also branch chair. She was equality lead for many years and, while on the National Board, was also a part of the National Custody Forum and Pace Strategy Panel at the Home Office. So, it's fair to say, Sam has a huge amount of experience to bring to her new role.

We put some questions to Sam when she joined the office team on 6 February:

What have you done since leaving the Force as an officer?

I have worked at Rhyl College as a lecturer in public services Level 3 and also for PFEW nationally as a learning and development specialist, and learning and development team leader.

What attracted you to this role?

Being back in Force and helping members from my own Force was, and is, a really important part of the role for me. The post is also close to home and when you have been travelling the length and breadth of the country for eight years that is a huge bonus.

What are you looking forward to?

Working together with the Force and its leaders at all levels to make things easier for all our members. I recognise that policing has changed so much in the five short years that I have been retired, I have trained reps from all over the country and I have heard so many stories of the difficulties officers are facing today. If I can help in just a small way then that is the payback for me.



Sam Roberts.

Not so much looking forward to?

Nothing at the moment, I will take every day as it comes and will always strive to do the best I possibly can for our North Wales members. I hope the new Sam lives up to what I believe the old Sam was back in the day.

Any next steps?

Get myself out and about around the Force and renewing old working relationships and

making new ones with officers and staff who I don't know.

Marmite – yes or no?

100 per cent yes and I even love the peanut butter with Marmite mix – but not the extortionate price.

We're delighted to welcome Sam to the team, and she'll be out and about in the near future meeting members.

WHY AREN'T WE BETTER AT DEFENDING OURSELVES?

By Lewis Davies, North Wales Police Federation workplace representative

As it always seems to be in the current climate, our colleagues in the Metropolitan Police are the focus of media attention, but it's seems to me to be a national issue that when accusations are levied towards officers we don't do enough to come out and defend ourselves.

In November last year Met Commissioner Sir Mark Rowley stated that firearms officers had told him they would rather face down a terrorist than a gangster with a gun, because they would receive a fairer hearing in relation to the former. This appears to be almost nonsensical but I'm sure many officers and not just AFOs would relate to the sentiment. I've heard officers say they would sometimes prefer to justify using force after they themselves had been assaulted rather than take pre-emptive action due to the public perception of such action as being "heavy-handed".

We see all the time how snapshots of footage posted on social media can be spun to look awful. But then, when context is provided, the actions can be justified and, more importantly, understood by the public we serve. As I wrote this article an officer in the Met was accused of showing bias to the Palestinian cause because of the presence of

a sticker on his uniform, however, it was later clarified that he was completely unaware it was there and it had likely been placed there by a passer-by. Clarification was provided by Met comms, but only after it had been commented upon by countless people including a Member of Parliament who had typically rushed to make a soundbite judgement before the full facts were known.

My question again is why aren't we doing more to challenge those MPs and other high-profile commentators and demanding they apologise for their actions as they so often demand of the rank and file doing their job?

It appears to me that our police leaders across the nation are reticent to come out in the media to defend the actions of officers or to invite our armchair critics to explain what they would have done in the same circumstances for fear of it undermining confidence from the public.

However, I would humbly offer that the lack of "top-cover" can lead to officers losing confidence in their leaders to back and

support them.

But I have been heartened by the actions again of Sir Mark who came out in defence of PC Paul Fisher who was unfortunately embroiled in a near four-year long saga following a collision while he was responding to a terrorist incident in 2020. The Met Commissioner rightly condemned the decision to prosecute PC Fisher as "appalling" especially given the circumstances. To my mind though, this condemnation has come far too late, as PC Fisher has had to go through the stress of the ordeal and, were I in his position, I would have wanted my leaders to take all the action they could to prevent it going on for such a long time, especially when what has happened could clearly be defended.

I call on all leaders to please stand up and defend your staff if you have opportunity to do so. We've recently seen that the people of North Wales have a higher confidence level in us than any other force in the country so, with that in mind, let's trust the public to hear our defence and trust the information we provide to support it.

“ We see all the time how snapshots of footage posted on social media can be spun to look awful. But then, when context is provided, the actions can be justified and, more importantly, understood by the public we serve. ”

NEW SITE PUTS FOCUS ON HEALTH

The Force has launched a new health and wellness site.

It's easier to read, use and navigate, and it's a great opportunity to have a look at what is on offer.

You might be surprised to see what's there!

We'll be looking at each of the four areas of wellbeing this year, highlighting some of the things that are available to us all, within the North Wales Police family.

This quarter, we're looking at healthy body. This covers supporting you to keep fit and active, raising awareness of nutrition and healthy eating, addressing fatigue and poor sleep, and support with life stages such as menopause and with health conditions.

Did you know that there's a great fitness support page? We can all struggle with maintaining our fitness as we go through different life stages. The fitness support

service provides one to one support from Joy Tipton, our physical fitness instructor, who will work with you to create a plan and help you to reach a specified goal. Joy is the Force SPOC for the gyms, so if you've got any queries, please get in touch with her.

There's also a really useful sleep support page. A good night's sleep is important to us all, but it can be particularly difficult to achieve for shift workers. This page provides loads of hints, tips and signposting to help you sleep soundly, to help you recharge at the end of each day and recover your



energy.

You can take a look at the health and wellness page at <https://nthwales.sharepoint.com/sites/I-HealthWellness/SitePages/Wellbeing-Support.aspx>

WE NEED TO BUILD STRONG LINKS WITH COMMUNITIES

By Sergeant Rob Jones, North Wales Police Federation workplace representative

Having recently moved back to a neighbourhood policing team from LPS, on the face of it not much has changed. The incoming reports of neighbourhood disputes, harassment and anti-social behaviour are all very similar to those from several years ago. Only the names and locations have changed.

Problem people can still be found making repeat calls and expecting the police to cure all their woes, while they stubbornly refuse to engage in mediation or accept that they may, ever so slightly, have been in the wrong themselves.

Partnership working has come on in leaps and bounds. There are so many agencies now; all with an important part to play and accessible via Teams during office hours. Outside office hours though, it's a different matter. This has always been the same and I doubt it will change.

There is an expectation that our neighbourhood policing teams are visible and able to engage the public to build trust, however, I have found that - much like

LPS - they are continually justifying their existence by spending far too much time stuck on their laptops.

Why is this and how do we reduce the bureaucracy to enable our officers to get back on the streets?

Even the most simple of incidents can result in the typing of a protracted EOEL, linking of involved persons and ensuring that safeguarding is evidenced. Attend an incident with ongoing concern or risk and that length of time vastly increases.

It's vitally important that we are providing the safeguarding and support that our communities deserve but surely our systems should be streamlined to make report submissions straightforward and concise. Our time would be better spent on patrol being visible to and interacting with the public.

Having PCSOs operating as hate crime champions seems like a good idea but again it takes them away from the job they should be doing. Surely there are non-operational officers or support departments that could be better used for this role. While it's a meaningful role and vital for building trust, it doesn't necessarily have to be completed by an operational officer.

Officers are seemingly having to justify being out of the station, as opposed to being in completing their assorted paperwork. Our priorities seem to be skewed and it's important that we reassess and get them back on track.

The whole concept of neighbourhood policing is based around the simple principle of being the face of policing, being the name that the community knows to go to, being visible walking the streets, knowing everyone on your patch and being aware of who to look to when a crime occurs.

We need to focus on developing strong links with community groups and councillors to begin rebuilding the trust that has been lost in policing.

Visiting local businesses, identifying issues and gaining intel seems to have been lost somewhere. We need back to basics policing and to be seen on foot patrol during core times. This will help heal that disconnect between the public and policing, but we also need the human aspect, to be a friendly face, approachable, willing to listen and offer support when required.

Our time would be better spent on patrol being visible to and interacting with the public.



MORE NEEDS TO BE DONE TO RETAIN BAME OFFICERS

By PC Amit Patel, North Wales Police Federation workplace representative

We are all aware of the main reasons for officers leaving North Wales Police. The subsequent lack of staff and ever-increasing demand are causing a vicious cycle of people seeking other professions.

For the new officers, stress, anxiety, coursework, exams and a wage that does not reflect those high demands and pressures of this unique job are common factors for people wanting to leave.

What I've found most colleagues know less about, understandably, is that - in addition to the reasons outlined above - black, Asian and minority ethnic (BAME) officers are dealing with additional factors, unique to them.

I want to highlight some of them.

It's worth noting that the term "BAME" is incredibly vague but there could be a whole other article dedicated to that alone. It can encompass anyone from eastern Europeans to Chinese to Caribbean.

What I've found when discussing this with colleagues who do not fall under the BAME category is that there is an immediate defensiveness, a fear or even offence of any suggestion of being racist or prejudice in some way. I am not pointing fingers or accusing North Wales Police of anything. I am just offering some perspective as most people I have spoken to in the organisation have not, and would not have, had the same experiences as their BAME colleagues and therefore would have little need to consider the additional reasons for them leaving.

Family

This is a big one for BAME communities. My mum was born in Uganda, Africa and my dad in New Delhi, India. I'm what's known as "first generation" as I was born in the UK. A lot of my BAME colleagues across the country are the same. This brings with it some unique factors to consider, though these are not applicable to all of us, such as having parents who may have had some really negative experiences with authority figures in their home countries that they would then naturally bring with them to this one. These feelings can be passed on to their children born here.

It's part of the reason why we get so

few calls from Asian households. Also, some families do not want to draw the attention of the police as they may feel it will bring shame to them or they will be the ones who get in trouble somehow. This distrust or caution around the profession can manifest into a subconscious negative view of the police to the "first generation" or a pressure to leave the job if they are in it.

Social status can be very important to some BAME families, especially in Asian households. These families may have come to the UK with little to nothing which fuels a strong work ethic, often passed down to the children who inevitably become doctors, lawyers and so on. All my cousins are in high end professions and, being an only child, I very much felt the pressure to do similar so my mum could show off at the next family event. It was hard to tell her I was going to be a police officer and I've spoken to colleagues across the country who feel a constant pressure to leave and pursue other professions from their families.

A lot of BAME officers won't have friends or family already in the job. They can feel a lot of pressure to set an example for future generations.

If you consider the businesses on your local high street such as take-outs, Turkish and Kurdish barbers, nail salons, newsagents and restaurants, they are usually owned and ran by BAME families. There can be a lot of pressure for BAME officers to help out with the business after work. Many BAME families are tight-knit and it can be common practice for many family members to work multiple jobs.

Religion

Closely linked to the topic of family comes religion as faith can be extremely important to some people. I've seen officers across the UK leave the job because they have been of Islamic faith and had nowhere to pray. It's obviously a contentious issue given the dynamic nature of the job. We as a force are starting to do better by having prayer rooms in the HQs however, there is still a stigma and pressure felt around it.

I've spoken to members of the National Sikh Association in the past who explained some officers had left due to a lack of understanding around turbans. BAME officers can feel self-conscious, especially when they are the only visibly different person in the room. They often become the unwilling SPOC for all things diverse which

can be a lot of pressure for someone.

Culture

I'm not going to outline all the findings from the latest in a long list of independent reviews and reports which you should have seen in the news over the years. There is a debate ongoing at the moment around institutional racism. Inspector Ahari wrote a brilliant article around this and the long list of reviews the police service has undergone in the December issue of *Your Voice* and on Fy Llais, (waiting for Godot). There's no need for me to go over this again but it needs to be remembered that it can be difficult for a person who is the only visibly different person in the room or the only one whose first language may not be English or Welsh or someone who was brought up in an entirely different culture to fit into the police culture.

These same officers may feel a pressure to fit in and not speak up when a victim of racial abuse, internally or externally. I have spoken to officers who were ready to leave due to this and things like daily micro-aggressions which have chipped away at them.

The good things

Within North Wales Police, we are doing many great things to tackle some of the issues raised above. The Black and Asian Police Association (BAPA) is a great support network for our BAME officers. They experience things that non-BAME officers do not so the support provided by BAPA is unique and essential.

We also have a buddy scheme where more experienced BAME officers can be there for newer recruits and talk out some of these unique experiences they go through.

BAPA has raised awareness around other cultures, and positive steps are being made to be more inclusive.

I need to reiterate that not all the issues outlined above apply to all BAME officers and North Wales Police is doing a lot when it comes to retention. I just want to lend some perspective. There's still a lot of work to be done when it comes to retention around BAME officers. They are far more likely to leave, and the reasons can be unique to them.

If you have any questions around this, please contact BAPA via BAPA@northwales.police.uk.

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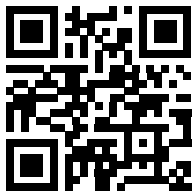
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Vinny Jones, North Wales Police Federation Branch Chair



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LISA COMMENDED FOR WORK TO KEEP MPS SAFE

Back in November 2023 Sergeant Lisa Armstrong was awarded The Speaker of the House of Commons Commendation.

It's a huge achievement, so we caught up with Lisa to find out more:

Tell us about the award and why it was awarded:

The Speaker of the House of Commons Commendations were first presented at the National Operation Bridger Conference at the end of November 2023.

The conference brought together all the different police forces across the UK who are working to keep MPs safe while they are away from the House of Commons estate at their homes and constituencies.

The Speaker recognised that there were officers across the UK who had been dedicated and worked hard in different roles all working towards the safety of MPs while away from Parliament.

Nominations were received from Op Bridger Single Point of Contacts (SPOCs) and those officers received commendations. I received my award for developing and implementing national guidance and setting up a national Operation Bridger website available for all Bridger SPOCs and other stakeholders.

Who gives the award? The Speaker awards it but unfortunately he was absent from the conference for the presentations. Angela Rayner MP made the presentation in his absence.

What can you tell us about Op Bridger?

This originated after the tragic death of Jo Cox MP in 2016. There's an Op Bridger SPOC in each force that links in if there's any issues with MPs' safety while they are at home or in their constituency. Part of my role, as national Op Bridger project officer, is looking at national consistency from all forces with regards the security of MPs when away from the House of Commons estate and the impact on MPs and their safety.

All police forces were looking at these issues individually but there was no consistency, each force was doing something different (different risk assessments, different measures and so on).

After the death of Sir David Amess in October 2021 there was a review of MP security by the Government and the House of Commons and they took the decision to fund a chief inspector and a sergeant to take this forward.

We're looking at uniformity across the

country, providing that consistent service to the MPs. We've created national guidance which has been agreed by Chief Constables' Council and has now been implemented.

Why were you seconded? I've got an extensive counter-terrorism background, had experience in operational planning and was North Wales Police Force Lead CT SecCo. When I was shown the six-month secondment, I was really interested, I felt I had the necessary skills and I applied. I was up against a lot of other sergeants across the country, but was successful at interview. There are two of us in the national team – a chief inspector (GMP) and me (sergeant)

How much longer will it run? The initial funding from Parliament was for a six-month secondment, but due to the work we completed this was extended. We firstly developed and implemented national guidance, working closely with force Bridger SPOCs, so all forces would be consistent. I set up a 'one-stop-shop' repository of information for Op Bridger on Resilience Direct. We are now in the testing and exercising phase and working towards the General Election which will be at some point this year so that will be challenging. I've been on secondment for 18 months now starting back in September 2022. We work closely with PLAIT (Parliamentary Liaison and Investigation Team), a small team of officers who work in Parliament and deal with issues arising on the estate and PSD (Parliamentary Security Department) among other stakeholders.

The North Wales DCC and ACC have agreed to another two years from 1 April this year. 2024 is a General Election year and more than 200 Parliamentary seats are expected to be changing. So far 85 MPs have stated they will stand down. There are also concerns because the significant conflicts ongoing around the world have resulted in a significant increase in attacks and abuse to MPs. Funding has now been agreed and the two posts will be jointly



DCI Charlotte Cadden, Angela Rayner MP and Sergeant Lisa Armstrong

financed by the Parliamentary Security Department and the Met Police.

Long-term we seem to have become a victim of our own success. We've had a great response from forces, and have run conferences and CPD days. We regularly go out to forces to work with them to implement the guidance locally but, as a result, PCCs, other elected officials and the House of Lords are all interested in what we do and replicating our work, as are councils. We've even provided an input to other countries (Eire, France, Netherlands – European Parliament). We'd love to look more at how we could help working closer, but the funding as it stands is just for Parliamentarians, however, it's just going to get bigger.

Of particular interest to me is the Devolved Governments. Having a good working relationship while I was in Ops Planning in North Wales, I think it's important to gather and identify all the intelligence and information towards all MPs and devolved representatives as some individuals don't tend to differentiate between MPs and MS/MSP/MLAs when they are targeting them.

I really enjoy my role and feel what I'm doing is really beneficial, and I'm very grateful to the DCC and ACC for allowing me to continue undertaking this role.

So, what's next for you? Well... I can retire in three years and five months (not counting!) But I'm hoping the knowledge, contacts and experience I have gained so far and continue to gain from this role will help when I return to Force and hopefully then on into retirement.

FORCE CONTROL CENTRE THROWS OPEN ITS DOORS TO VISITORS

Partner agencies were invited to the Force Control Centre (FCC) when it held its first open day.

The open day, on Thursday 15 February, gave visitors the opportunity to see the inner workings of the centre as well as the capabilities of the staff within FCC and other specialist operations teams, including firearms, the roads crime unit, drones and public order. Colleagues were also joined by specialist teams from the fire service.

The Force Control Centre is comprised of North Wales Police and North Wales Fire and Rescue Service staff, co-located to provide a rapid response to all types of emergencies and equipped to manage the response to all major and critical incidents as well as planned policing and multi-agency events.

The opportunity for other statutory and voluntary partners to visit the FCC allows greater understanding of the capabilities and processes in the event of any multi-agency response.

North Wales Police Federation workplace representative and Senior



Force Incident Manager Chief Inspector Jon Aspinall commented: "This was a unique opportunity for us to demonstrate the capabilities of our control centre and specialist operations teams.

"The visit allowed a greater understanding of these capabilities for the partners we work closely with during

critical and major incidents. This type of engagement is vital to support preparation for any future events and allowed us to further develop our already excellent working relations. The day was extremely successful and will be repeated again later in the year to further develop our joint response to support our communities."



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FED SUPPORTS PSA TESTING SESSION



Jayne Humphreys and Sam Roberts (far left) from North Wales Police Federation with the PSA testing team.

The Federation has once again supported its members and police staff, current and retired by joining head of medical services Maria Hughes and the team for workforce PSA testing.

More than 140 serving and retired male officers and staff over 40 had their bloods taken in Force Headquarters and St Asaph DHQ for the latest testing session which was held in mid-February.

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.

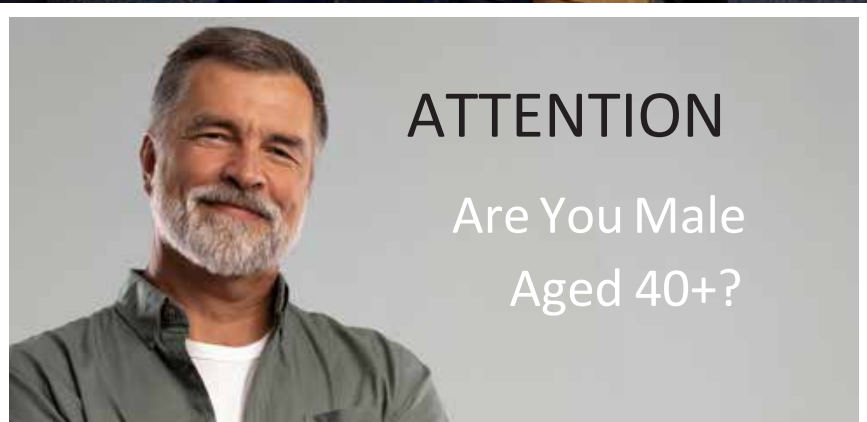
A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer.

Since 2019 the in-Force events have seen more than 1,500 men over 40 tested. There have been red and amber results for individuals who otherwise exhibit no symptoms, which flags concern over their prostate health and allows early treatment.

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

Lots of cups of tea and coffee and biscuits were handed out.

A very long day, but definitely worth it.



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Thursday 30TH May 2024

9.30 - 11.30: Denbigh Station

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*You need to have drunk at least 1 litre of WATER before the test.



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For queries contact: Martyn Rice



LOOKING BACK ON 50 YEARS OF THE FORCE AND THE FEDERATION BRANCH

As North Wales Police celebrates its 50th anniversary this year so does North Wales Police Federation.

As part of our celebrations to mark this milestone, we will be speaking with two former officers in each edition of *Your Voice* this year, taking a look at how things have changed in the last 50 years.

'The way we were trained has completely changed'

Hafwen Jones, former North Wales Federation representative

When did you join the Force? I joined as a cadet in 1969, then joined the regulars in July 1970. I joined Gwynedd Constabulary. In those days, the women did their initial training in Bruche, Warrington and the men went to Cwmbran.

What made you join? I came from a police orientated family. My father was a police officer, firstly in the Met and then in Denbighshire where he was PC 89. I knew a lot of officers, and so I wanted to be an officer. My brother is retired officer PC1181, and my sister was a cadet, then a regular (now in the control room in St Asaph). My daughter is a serving officer who has my collar number, 1132, and she's married a police officer. It's in the family!

Can you give a brief career history? I was a cadet in Ruthin, then after I joined, as PW8,

and went to Bruche, I was stationed in Colwyn Bay. After 18 months, because I was Welsh speaking, I was sent as an aid to CID in Caernarfon. After six months I went to Preston to do a CID course. In April 1973 I moved to CID in Wrexham, as I was getting married over that way, and I stayed there until I retired. As women officers, we worked either 8-4 or 4-12 for 80 per cent of the wages of a man (because we didn't work nights). We paid eight per cent into our pension while men paid 11 per cent. However, after the equal opportunities legislation came in we began to pay the full amount.

In 1988, the child protection system came in, and we began to work with social services. I was the only person in the unit, so I set it all up. I then set up an interview suite to take and record evidence for use in court – in a police house in Coedpoeth. There was a unit in each division. The unit grew. Initially, CID detectives interviewed the adults, but as time passed it was decided that our new unit would do it all, which worked well.

I became a Federation rep for women in around 1994, then went on to be the constables' secretary and also secretary

for the Welsh women – which I enjoyed.

What do you think has changed the most?

IT! And seeing beat bobbies, common sense. Female officers coming back to work after maternity leave. I was able to have 11 months off when I had my daughter in 1979, after which I came back, which was a bit unusual. My chief superintendent (old fashioned) asked if wanted to come back, and I was determined to do so.

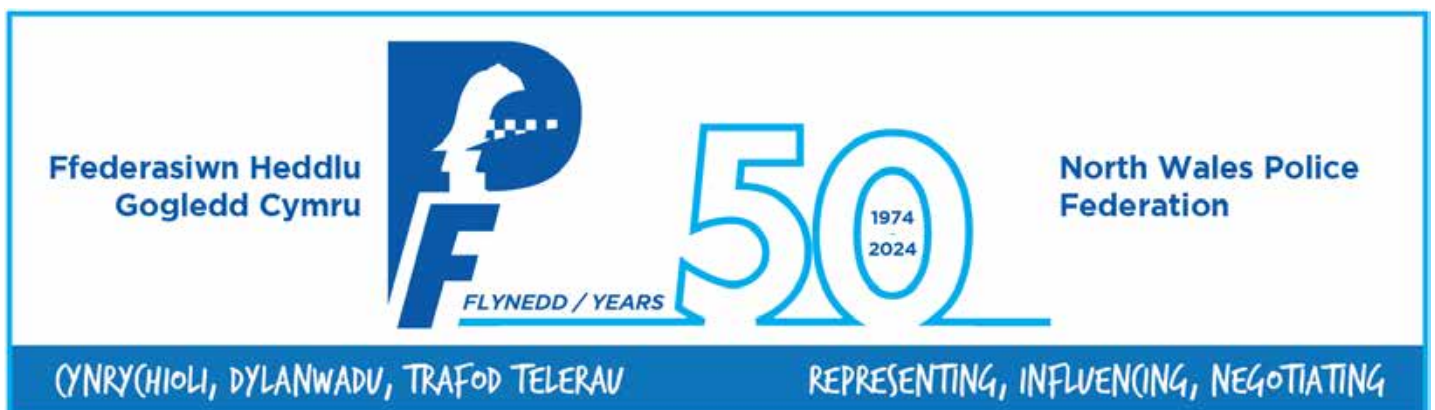
The way we were trained has completely changed. We learned the basics in Bruche, and then 18 months later we went on a continuation course and reviewed everything we had done. Discipline was very different, I think.

'It was a different way of policing'

Barry Jones – Former Federation branch assistant secretary

When did you join the Force? I joined as a cadet in Caernarfon in 1970, then joined as a regular in 1973. I worked as the Federation assistant secretary and treasurer from 1999 to 2003.

What made you join? I'd always wanted to be a bobby from being young. I'm told that I used to approach local bobbies on the street and saying I want to do your job when I was aged 6! Luckily, Chief Constable Philip Myers agreed. I was in Caernarfon as a cadet, then in traffic in FHQ in Caernarfon,



The banner features the logo of Ffederasiwn Heddlu Gogledd Cymru (FLYNEDD / YEARS) on the left, a large '50' with '1974' and '2024' inside the zero in the center, and the text 'North Wales Police Federation' on the right. Below the banner, the Welsh motto 'CYNRYCHIOLI, DYLANWADU, TRAFOD TELERAU' is on the left and 'REPRESENTING, INFLUENCING, NEGOTIATING' is on the right.



then I went to rota in Denbigh as a cadet to get used to shifts prior to joining the regulars.

At the time, the officers in Denbigh couldn't understand why I was so keen to start doing shifts, and 30 years later I understood where they were coming from. When I joined, I was sent on a 13-week initial course in Yorkshire, where there were bobbies from all over the country. After that, the real work started.

Can you give a brief career history? Most of my service was in Rhyl, firstly as a bobby, and then as a sergeant - I had excellent times there, excellent rotas, it was a really busy station.

I became a Federation sergeants' rep while I was in Rhyl, then secretary of the Sergeants' Branch Board. When Dyfrig Thomas was due to retire, I got the post

of assistant secretary and treasurer and worked with Phil Edwards who was an excellent branch secretary. It was a full-time officer position.

What has changed the most in your time in the Force? Everything changed - we started pre-PACE, and we experienced PACE in its infancy. The biggest change for me was the radios, and comms in general. I can remember the early days in Pwllheli when the only contact on nights was the phone to the control room in Caernarfon - and you could be the only bobby on duty in Pen Llyn.

Then we had the brick radio - which didn't work well everywhere - and now they can do anything. We didn't feel isolated or threatened, but it was a different way of policing.

What changed on the day the Force became North Wales Police? It didn't feel any

different, we had new badges, but nothing else changed. We still worked hard. One person I must mention is Cynan Davies who was the PC who took all the cadets out on camps and so on which was really character building. He did a lot for a lot of cadets. It's thanks to him that I was nominated for, and was successful in getting, a place on the Captain Scott outdoor pursuits programme.

I remember being at the Federation conference in Blackpool. The conference had finished and 10 of us were going back to the hotel when we saw local bobbies chasing youths. We all gave chase and caught them in a back street flat - they must have had a shock.



2023: A BUSY YEAR FOR NORTH WALES POLICE FEDERATION

In this review, we outline some of the ways in which the Federation is supporting members

2023 has been another really busy year. Every year since the events of 2020 we've said that we've been looking forward to a more settled year but, as with previous years, it definitely wasn't.

In many ways, 2023 was no different to usual years for your local Federation, representing, influencing and negotiating on the behalf of all members, from those who are new in service, right through to those who are retiring.

In other ways, it was, of course, very different, with a very real increase in the number of misconduct and gross misconduct cases. We've also had Police Bravery Awards, the National Police Memorial Day and this year the Federation's annual national conference was held online to reduce costs.

New recruits

Recruitment continued apace in 2023 with Operation Uplift 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 benefits for all members, and providing details and the benefits of the Police Treatment Centres,

The Ben Fund and the National Police Healthcare Scheme.

The Force has stayed with a format of fewer intakes, with around 35 in each cohort. All these new officers undertook their initial training in a hybrid format, with some learning from home and some in the classroom which is 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 sometimes challenging circumstances.

We have continued to keep in touch with cohorts, allowing us 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 continued to welcome new recruits who have completed a Pre-Join Degree in Professional Policing Practice and introduced a non-degree entry route. Since the Home Secretary unexpectedly announced in late 2022 that there should continue to be a non-degree entry route, we have worked with the Force to facilitate the development and ultimate delivery of a programme.

Additionally, during 2023, we spoke to groups of new PCSOs and police staff to let them know about the benefits of the Group Insurance Scheme.

Policy change

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 officers' wellbeing.

Last year the Federation "attended", still mainly through Teams, meetings both at a national and Force strategic level. These included, and this is 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; Employment Tribunals; Member Services; Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

RECRUITMENT CONTINUED IN 2023 WITH OPERATION UPLIFT AND WE SPOKE TO FOUR NEW INTAKES OF STUDENT OFFICERS, ADVISING NEW OFFICERS WHAT THE FEDERATION DOES FOR OFFICERS



Member Services

We've continued to run 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 in terms of products and services provided through our Member Services partners, which is 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 offers also include equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services.

Visit 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.

Welfare van

We've continued to get great use out of our welfare van, and it remains a well-used and popular addition to our wellbeing 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 and so on to allow officers to take a break somewhere dry and warm, have a hot drink and use the bathroom facilities.

2023 was a much quieter year as far as mutual aid was concerned, however, we began a successful partnership with the Force in supporting our members during the Wrexham home matches, providing much needed hot drinks, snacks and support during these busy events. We've been delighted to provide support during this exciting time for the town.



Mark Jones, branch secretary, is pictured (second from the left) with officers and the welfare van.

PSA testing

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 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 PSA testing events have seen a total of 1433 men tested. So far, we are aware there have been 38 red and 47

amber results flagging concern over their prostate health. North Wales continue to be a leading force in offering PSA testing, and the results show what an amazing success it has been.

Memorial day

National Police Memorial Day was held in Cardiff's New Theatre on Sunday 24 September and was attended by around 2,000 people, made up of families, friends and colleagues of fallen officers as well as police chiefs and officers. It was an unexpected change of venue due to RAAC being found in the original venue, St David's Hall. The Federation was represented at the memorial day by branch secretary Mark Jones.



Silent remembrance at the National Police Memorial Day.

Continued on Page 16



The PTC swimming pool.

Police Treatment Centres

A total of 69 North Wales Police officers, PCSOs, CDOs and CSIs were able to attend the Police Treatment Centres (PTC) in 2023, with 62 per cent accessing the muscular-skeletal programme and 38 per cent 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. Statistics show 61 per cent of North Wales officers donated to the PTC in 2023, and it's worth pointing out that this number does not include the 2023 police officer and PCSO new recruits, who were eligible for 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.

The Ben Fund

In 2021, North Wales Police officers became eligible to join The Ben Fund. An independent charity, the fund is dedicated to supporting and caring for the police from recruitment into retirement. From its 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 complements the PTC.

In 2023 20 North Wales Police officers accessed the physiotherapy, wellbeing or counselling facilities. From February 2024 a Ben Fund physiotherapist is available within

the North Wales Police area, which will allow even more members to access The Bend Fund services.

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.

Healthcare scheme

In December 2022 we launched membership of the National Police Healthcare Scheme (NPHS). 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, while 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. Membership of the scheme includes Police Treatment Centre membership for officers and frontline police staff. 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 would like to find out more, or submit an application to join the scheme, visit www.polfed.org/northwales/member-services/health-services/national-police-healthcare-scheme/

Insurance Scheme

Our Group Insurance Scheme had more than 2,000 police officer, police staff and retired - officers and staff - members at December 2023. If you're not currently a member why not take a look at the scheme benefits on



IN 2023
20 NORTH WALES POLICE
OFFICERS ACCESSED
THE PHYSIOTHERAPY,
WELLBEING OR
COUNSELLING FACILITIES
OF THE
BEN FUND

**IN 2023
MEMBERS CALLED OUT
THE MOTOR BREAKDOWN
SERVICE MORE THAN
260 TIMES**

the North Wales Police Federation website – www.polfed.org/northwales? It's much more than just a life insurance policy.

To give you an idea of how our members benefited from the scheme, in 2023 members called out the motor breakdown service more than 260 times. There were claims for life insurance, critical illness, court compensation and 41 members claimed convalescent benefit for assistance with travel to and from the Police Treatment Centres.

In addition, 87 members used the GP24 service between January and the end of December 2023. This access to a UK based GP has been an increasingly used aspect of

the scheme since it was introduced in 2019. Membership of the Group Insurance Scheme is open to all police officers and police staff, and if you would like to join please contact the Federation office.

Preparing for retirement

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 can make informed decisions to prepare effectively for retirement, both financially and in terms of lifestyle provision. These courses, with guest speakers, ensure that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

Welcoming Specials

In the summer of 2022 Special Constables became eligible to join the Police Federation of England and Wales. This significant change finally enables Special Constables to have the same support and representation as their regular colleagues.

The Federation has long argued that our valued volunteering colleagues, who are subject to the same risks and conditions as

regular officers, 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 the 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 North Wales Police and Crime Commissioner Andy Dunbobbin upheld his election commitment to fund Federation membership for Special Constables, one of the first in England and Wales to do so, and we are pleased that 84 per cent of Special Constables in North Wales Police have joined the Federation. 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 X pages and don't forget to join our MSG Federation email group. www.polfed.org/northwales/ www.facebook.com/NWalesPoliceFed/ twitter.com/NWalesPoliceFed



**WE PROVIDE MANY
PRE-RETIREMENT
SEMINARS TO ENSURE
OFFICERS AND STAFF HAVE
THE BEST POSSIBLE
ADVICE**



HARVEY HOWELL SOLICITORS:
DON'T LEAVE THINGS TO CHANCE



FREE BESPOKE ADVICE SERVICE ON WILLS, TRUSTS AND POWERS OF ATTORNEY FOR NORTH WALES POLICE FEDERATION

Harvey Howell Solicitors are working with North Wales Police Federation to help you and your family settle your private affairs . This is done in a FREE face to face meeting or in a confidential telephone or virtual consultation.

WHAT DO YOU NEED TO THINK ABOUT?

- // Many homes and therefore planned inheritances for children and grandchildren are being lost to pay for care – can you do anything about this? We can help guide you through this complex area of law.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.
- // 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.

THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US

We will take account of your personal circumstances and we will, at no cost to you, set aside time either in a meeting, telephone or virtual consultation to advise you:

1. Whether and how you might be affected by some of the many common problems which could cost you or your family dearly.
2. Set out some solutions to fix those problems.
3. With clear, competitive and transparent pricing – and with no obligation – tell you the cost of doing so.

WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at federation@harveyhowell.co.uk; or
- Call us on **0151 928 8597**


LET US HELP YOU GAIN PEACE OF MIND

0151 928 8597 federation@harveyhowell.co.uk www.harveyhowell.co.uk

FOR WILLS, PROBATE, TRUSTS AND POWERS OF ATTORNEY CONSULT HARVEY HOWELL


OUR GROUP INSURANCE SCHEME IS CHANGING

CYNLLUNYSWIRIANT
GRŴP HEDDLU GOGLEDD CYMRU

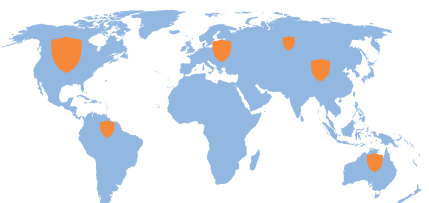


NORTH WALES POLICE GROUP
INSURANCE SCHEME


available to
all police officers
& police staff!
The main
benefits are:




Life Insurance
£120,000




Worldwide Travel Insurance




Critical Illness
£10,000




**Permanent Total
Disablement**




**Legal Expenses (disciplinary
hearings / IOPC investigations
and ID Theft Protection)**




**Half Pay
cover**




Health Assured




**Home
Emergency
cover**




**On Duty
Assault
Benefit**



**UK and Europe Motor
Breakdown Cover**




**GP24 (this is a 24/7 access
to a UK based GP from
anywhere in the world)**



Mobile Phone cover

*For details of how to join contact
the Federation office on 01492 805400
or visit www.polfed.org/northwales/group-insurance*



From 1 March 2024, the North Wales Police Federation Group Insurance Scheme is changing. We've listened to you, and have upgraded the features available to you. New for 2024:

- Mobile phone cover for the member and partner
- Sick pay

- Home Emergency cover
 - Dog bites included as part of the on duty assault.
- Cover still includes:
- £120,000 life cover
 - £10,000 critical illness
 - Legal expenses
 - Travel insurance

- Motor breakdown
 - Support 24
 - GP24
 - And much more!
- All this costs just £29.05, and is paid directly from your salary. If you're not already a member, use the QR code to find out how to join!



The Police Treatment Centres

A force for promoting and improving health and wellbeing

New to 2024!

All Police staff are eligible to Sign up for the PTC and will be able to receive physiotherapy and psychological wellbeing support

Scan the QR code to get signed up today!



Our full list of eligible roles are:

- Officers who hold the 'Office of Constable'
- Special Constables
- Police Staff or Investigators employed by the Chief Constable
- Police Community Support Officers ·Detention & Custody Officers employed by either the Chief Constable or Police & Crime Commissioner



Womens Health

Online Women's Health Programme provides you with access to fitness, nutrition and wellbeing advice.



Wellbeing Weekends

We can host Force wellbeing days / weekends



Fundraising

Would you like to fundraise for the Charity and get involved with events we organise?



Lottery.

For just £1 per month you can purchase a lottery ticket and be in with the chance to win £1000.



Hospitality & Conferencing

Book a weekend away at either Harrogate or Castlebrae.
Find out about our self catering cottages.

Meeting rooms or facilities at our Centres for your next meeting or training day.



01423 504448 or 01764 664369
@PTCentres
The Police Treatment Centres
www.thepolicetreatmentcentres.org



STEPHEN IS RUNNING UP THE MILES TO PREPARE FOR LONDON MARATHON

After what he describes as a moment of madness, Stephen Hughes, CEO of the Office of the Police and Crime Commissioner (OPCC), is currently in training for the London Marathon.

Prior to joining the OPCC, Stephen worked for North Wales Police for 13 years as an analyst and then business manager.

Stephen was diagnosed with a rare form of leukaemia in April 2017 and is running the marathon on Sunday 21 April to raise funds for Leukaemia UK.

"I was generally fit and healthy but began suffering really bad back pain in November 2016. It would sometimes clear up for a few weeks then come back. After a family day out in March 2017 it became a lot worse. I was in agony, unlike any back pain I had ever experienced before. It wasn't a muscle pain or a trapped nerve, I could only explain it to people as being deep inside my bones," he explains.

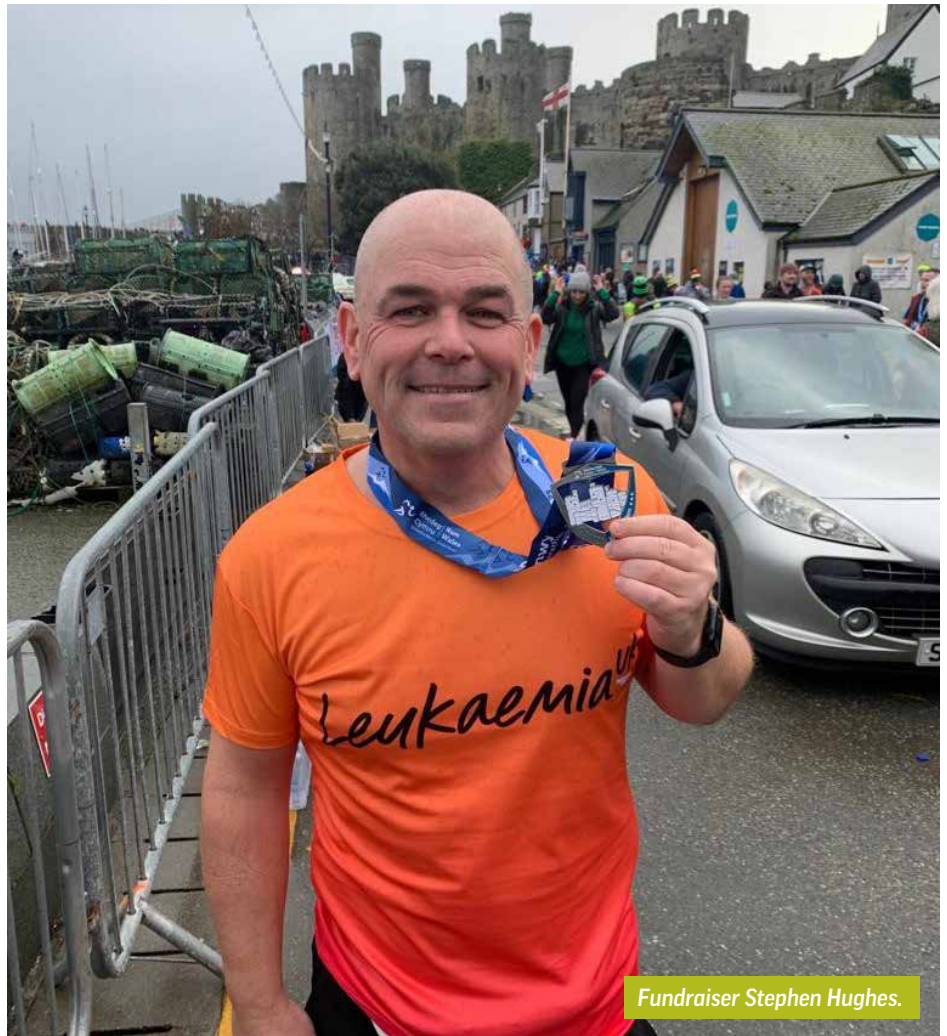
"On one particular day I was unable to walk due to the pain and the GP advised me to get someone to take me to the A & E department where various tests were given and continued for a few weeks.

"On Monday 10 April, I went to see my GP. He said that there was something wrong with my blood which may be unconnected to the back pain, but he wanted to check it out anyway. He had noticed that every time I had a blood test over the last few weeks, all my levels were dropping slightly.

"The following day he called me personally, which I found odd, to tell me he had managed to get me an appointment the following day with a specialist. He told me not to panic but that they were based at the North Wales Cancer Unit."

Stephen continues: "I can remember the day like it was yesterday. Wednesday 12 April 2017. My wife and I walked in quite relaxed, thinking it was all very strange and ironically that day I had woken up with no back pain at all. I had convinced myself, and anyone who would listen, that I was fine and the changes in my blood count were simply a side effect of the strong painkillers I had been on for weeks due to the back pain.

"Within an hour I was told I had leukemia, began treatment immediately and had my first chemotherapy the following



Fundraiser Stephen Hughes.

morning. My whole world had been turned upside down.

"Fortunately, I was given the all clear a few months later after numerous chemotherapy sessions and blood transfusions. I was incredibly lucky. If my GP hadn't first spotted the changes in my blood the outcome would have been very different. I received fantastic care and treatment for which I will always be grateful.

"It is for that reason I am proud to be running and raising funds on behalf of Leukaemia UK. Until recently I had never run more than 5km, so this is a monumental challenge for me. As part of my training, I ran the Conwy Half Marathon in November. I am due to take part in the Anglesey Half

Marathon on 3 March and the Conwy Metric Marathon on 24 March.

"I would be very grateful for your support for this very worthwhile cause. Of course, I appreciate times are tough for many so any contribution would make a difference and help me towards my target. My fundraising page can be found at www.justgiving.com/fundraising/Stephen-Hughes026



PURSUING PERSONAL INJURY CLAIMS PROMPTLY

By **Jonathan Belcham of Ralli**



The Limitation Act 1980 is the UK statute which governs a claim for personal injury. For a one-off incident the standard timescale is that you must present your claim to a court within a three-year period. Some claims vary with a shorter limitation period, such as an accident on a boat which may need to be presented to the court within two years and others such as a disease claim where you may have three years from the date of knowledge that the disease was caused by working conditions.

Time is of the essence in proving claims and making the claims process more straightforward for the claimant. The onus is on the claimant to prove their claim, to prove that it occurred due to a negligent act, that the negligent act caused injury and that the subsequent losses and damages should be compensated.

Preserving contemporaneous evidence is time sensitive. A vehicle that is damaged may only need minor repairs which can wait, however, a claim should be presented at the earliest opportunity to ensure that the collision damage is accurately recorded before any other intervening act can take place. It is increasingly alleged by defendant insurers that a claim is fraudulent. If a claim is not presented early then the insurers frequently allege that late notification of a claim is more likely to be suggestive than an injury was not caused by the collision and thus is fraudulent. This guilty until proven innocent attitude adopted by the insurers can cause significant distress and prolong claims that, if presented earlier, could be quickly resolved. In addition, eyewitnesses at the scene, if not secured early, will be less reliable and tend not to be willing to assist later in the claims process as recollections diminish.

In accidents in the workplace or public

places contemporaneous notification to the defendant of an accident is invaluable in maintaining evidence such as CCTV. CCTV is frequently only maintained for 30 days and thus if a defendant is not notified within 30 days of an incident then valuable CCTV footage can be destroyed. Accident reports should be submitted wherever possible and a clear account given of the circumstances that led to injury. With zero-hours contracts and employees frequently moving jobs then a supportive witness could be lost to the claimant if not secured early on.

Photos of potholes and measurements with a ruler taken on the date of the accident can overcome an insurer's assertion that they have maintained the highway. In the world of camera phones the claimant without photo and/or video footage of accidents or accident locations will face an uphill battle to overcome a denial of liability.

Companies can go into liquidation and the later the claim is presented the more of a risk there is that the company which was negligent may have ceased trading or details of their insurers can no longer be ascertained.

Of course, it is not always the right time for someone to make a personal injury claim immediately due to the severity of their injury or personal issues. There can also be an unwillingness to pursue an employer. This is not a bar to bringing a claim, but the securing of evidence and maintenance of such evidence is key. Ensure if you have footage saved on a mobile phone that it is also saved to a computer. If you cannot get to an NHS practitioner promptly, which is likely these days, then photographs of your injuries and a detailed record should be kept. If possible ring 111 for advice so there is a log of the injury and accident circumstances in your GP records. In all cases keep notes and records of out-of-pocket expenditure and obtain receipts where possible.

Many solicitors will not be willing to take on a claim that is too close to the third anniversary. Depending on the complexity of the issue, six to twelve months is the minimum required to competently investigate and evidence a claim and if a claimant leaves it close to the third anniversary, there may be insufficient time to deal and confirm reasonable prospects of success.

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



We understand that behind every uniform, lies a person

NEARING RETIREMENT? BOOK A PLACE ON A SEMINAR

North Wales Police Federation, in partnership with Spillane and Co, has scheduled four Pre-Retirement Seminars for 2024.

These seminars are available to officers and staff due to retire within the next two years.

Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that staff prepare effectively for retirement, both financially and in terms of lifestyle provision.

Providing assistance to help employees plan for this transition is important to help them to make more informed decisions for a more secure and rewarding retirement.

To that end, the Federation, working in partnership with Spillane & Co Wealth Management, introduced a new style two-day pre-retirement seminar for police officers and police staff in 2014. It's proved to be very popular, with seminars being fully subscribed.

These two days enable participants to

consider aspects of life upon retirement and the kind of adjustments they might make after they retire. To help in this process, invited speakers lead relaxed discussions on important topics on retirement-related themes.

The seminar helps you to plan more effectively and manage the key stages of the process, with the needs of the participants of each particular seminar being the key driver. It's very interactive, and our aim is to get the answers to your questions to help you make the most of your retirement. The programme also provides an opportunity to acquire useful insights into the challenges, as well as the new openings, facing those about to retire.

The two days covers:

- **Preparing for the next stage of your life**
- **Adopting a different lifestyle and considering further employment**
- **Marketing yourself for the future**
- **A healthier retirement**
- **Your pension scheme**
- **Financial planning**



- **Investments**
- **Putting your affairs in order**
- **National Association of Retired Police Officers (NARPO)**
- **Dealing with your questions and concerns**

The next courses available are:

Monday 3 and Tuesday 4 June 2024

Monday 16 and Tuesday 17 September 2024

Monday 18 and Tuesday 19 November 2024

The seminars will be held at Spillane & Co, The Old Bank, Conwy Road, Colwyn Bay. Start time is 9am on both days.

If you're retiring in the next two years, email fedadmin@northwales.police.uk to reserve your space.

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Legal Services for North Wales Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children. We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

Part of **our commitment** to supporting those whose vital work supports us all includes a prompt **initial consultation - free of charge**.

We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process**.

Our family and divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

Other Legal Services

- Wills, Trusts and Probate
- Corporate/Commercial
- Personal Injury
- Employment Law
- Insolvency
- Dispute Resolution and Civil Litigation
- Commercial Property



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

The Old Bank, 44 Conway Road, Colwyn Bay, Conwy, LL29 7HT

Senior Partner Practice

**St
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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/ The 'St. James's Place Partnership' and the titles 'Partner' and 'Partner Practice' are marketing terms used to describe St. James's Place representatives.