

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



Summer 2019

Our eyes
in the sky – See Page 18

Representing • Negotiating • Influencing

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Secretary's foreword

It's time for a new approach to wellbeing



By Mark Jones,
Secretary of North
Wales Police
Federation

To think that we are halfway through 2019 frightens me!

Where have the last six months gone?!

Before you know it, we will be up in the attic dusting off the tinsel. But this is just one of the realities of life and certainly of policing; everything is fast-paced and non-stop. In our hectic lives, we often forget to take a breather and take stock of what is around us.

'Wellbeing' is certainly a buzzword in policing at the moment – and rightly so. But what does 'wellbeing' actually mean? Is it just some colourful posters, is it token-gesture emails from an organisation saying it 'cares' or is it (as it should be) something much more meaningful and consequential?

It is no secret that organisational wellbeing for police officers has been lacking in the past and, given the growing demands on policing and the sustained governmental attack on our pay and conditions, it is no surprise that it all takes its toll on a human being.

Organisations, such as the police, should never lose sight that its people are its greatest asset; not vehicles, not the latest data tablets, not the shiniest new building.

It is the people and, as such, they deserve to be treated with unquestionable fairness, respect and consideration.

Sadly, I have seen far too many examples where a colleague is simply 'a number', or even worse, an inconvenience.

Our commitment in the Police Federation is to continue to work tirelessly for the benefit of our members with North Wales Police. It's time to start taking a new approach to wellbeing and make it fit-for-purpose. It is very encouraging to see new initiatives taking place such as the prostrate screening event on Thursday 27 June (see Page 14). This is an open invitation to all North Wales Police officers, staff and volunteers who are male and over 40 years of age to have a simple blood test to potentially detect the early signs of prostate cancer.

Above all, we will always hold the Force to account in how it treats its people and will robustly scrutinise procedures and policies to ensure they are fair and subject to being applied correctly in all circumstances, not just when it suits.

It is that time of year again when our brave officers from all corners of England and Wales congregate in London for the annual Police Federation Bravery Awards. This is an occasion to highlight the outstanding acts of bravery our members display, often saving lives and protecting others.

What I was not surprised at, but many from outside of policing are, is that



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nominees are always very humble and modest. The phrase 'I was just doing my job' keeps ringing out. This epitomises the police service in our country; officers going out there every single day and doing 'their job' with true dedication, ultimate professionalism and courageous bravery, tackling the most evil in society.

Our nomination this year is PC Gareth Jaggard who is an underwater team officer, however, at the time of his brave act he was stationed in Denbigh. You can read the full account on Pages 8 and 9 but for an unarmed officer to tackle a person who had badly beaten a shop worker and threatened them with a knife moments earlier shows true courage and resolve.

I want to wish Gareth the very best of luck and hope that he and his wife, Charlotte, enjoy the experience of visiting Downing Street and the awards ceremony.

Talking of awards, nominations are now open for this year's North Wales Police Federation Community Service Award. This is awarded to an officer of a Federated rank and a subscribing member of the Police Federation, who, on his or her own initiative, has made an unselfish contribution to community relations within the 12 months preceding 1 April of each year. Last year's winner was PC Vinny Jones from roads policing who was recognised for outstanding voluntary work with the RNLI Lifeboats.

Everybody must know a colleague who goes above and beyond to serve their community, whether that be in or out of work. We want to showcase how outstanding our members are so if you know of a colleague who 'fits the bill' please contact the Federation office (FedAdmin@nthwales.pnn.police.uk) and we will gladly send you a nomination form. You need to be quick though, nominations close at the end of June.

Finally, it would be remiss of me not to formally congratulate our new Assistant Chief Constable, Sacha Hatchett, on her promotion. ACC Hatchett flew the North Wales nest for a period of time landing at Cheshire Constabulary to undertake a temporary ACC position but it is great to welcome her back home. As always, we will continue with our desire to have a constructive and engaging relationship with the chief officer team to make sure our members' views are at the forefront.

I hope you enjoy this latest issue of 'Your Voice' and it is exactly that... your voice! Its pages are dedicated to the outstanding members of North Wales Police Federation so, as always, if there is anything we can help with please get in touch with your local representative (details on our website) or call us at the Federation office.

Jury's out on direct entry schemes

By Simon Newport,
chair, North Wales
Police Federation



Police recruitment processes have evolved over the years but have largely involved 'probationers' – now student officers - joining as constables and, if they are ambitious and successfully pass through the promotion processes, making their way up through the ranks.

I think if you look around the country you will see that most, if not all, of our chief constables, DCCs and ACCs have passed through this tried and tested method of reaching the top of the police service.

But, in recent years, we have seen the advent of a number of direct entry schemes with the aim, I think, of bringing in some outside expertise into the senior levels of policing so we are for the first time seeing inspectors and superintendents who have never been a 'rookie cop' walking the streets as a constable and learning the unique skills of being a police officer; skills, I would argue, that are not necessarily taught in a classroom.

Much has been said about direct entry schemes, with the Federation largely being opposed to their introduction. But, you can understand why forces, offered the funding for such schemes and keen to boost officer numbers at a time when they have been hit by years of under-funding from the Government, have been willing to give them a go.

Last year, the Government pledged a £2.8 million fund to recruit people directly into the police as direct entry detectives and our force was one of the eight chosen for the pilot with the obvious financial incentive attached.

At a time, when we have a crisis in recruitment and retention of detections nationally – due, in no small part to the pressures they are facing because of the ongoing budget cuts – I can see why the Force put itself forward for this.

However, I am pleased it is, at this stage, just a pilot. We will, of course, have to see how it plays out and I am sure the Force will be as keen as the Federation to assess the outcomes. I will happily eat my words if I am wrong, but I have grave concerns about the scheme's benefits.

Let me be clear, I am in no way wishing to be critical of those who join the Force in this way and I am sure there are plenty of people outside policing who, with the necessary training, could go on to be effective detectives. On signing up to be part of the Force, we welcome them to the policing family; a family which, we all know, has changed and adapted

over the years.

But historically, detectives have come from within the ranks of police forces and have rightfully learned their trade after several years of response policing whereby they have developed their skills. They know the police, they have cut their teeth, they know the demographic society they work and live in, they know the issues prevalent in their area and, most of all, they have experience and know how policing works.

Becoming a detective takes time and experience and once again we see the Government and Home Office attempting to put a plaster over a gaping wound that has been haemorrhaging great people for many years now.

In addition to running the direct entry pilot, I believe we should also be investing in our existing officers, giving them opportunities to climb the ranks in the more traditional way. We need to be careful not to stifle the ambitious young officer who wants to get on. Becoming a competent detective takes years of grounding and hard work, they – and direct entrants – need to appreciate this.

I also have a whole host of other questions about the direct entry detectives' scheme.

What happens if they fail their two-year probation period as a detective? Are they subjected to Regulation 13 procedures? Do they get the offer of staying on as a response officer and, if so, why? This field of policing has its own set of skills; skills that are need to ensure they are competent. Do they get dismissed, do they get extended? The list of questions goes on and, frighteningly, when I search for answers, no-one can give me the definitive – yet.

Looking through rose-tinted glasses is great but I have concerns that the reality is far from the utopia the Home Office wants.

But, for me, it's not just the direct entry schemes that are causing me concerns.

I believe the whole concept that degree level education is required to become a police officer is flawed. Insisting on this academic qualification will bar a multitude of potential applicants who would make great police officers and who have a host of life experiences, other skills and qualities to bring to the table.

Crime is changing and doing so fast, the police forces of England and Wales are also changing fast and so is society; the very society that we will recruit from in the future. Our existing officers are constantly proving themselves willing and able to adapt and learn.

Throwing money and people with degree level education at policing without proper forethought is a folly that, in my humble opinion, will fail.

It is time the Government takes some advice from those at the coal face before it destroys the very principles of policing.

Have your voice heard

By PC Vinny Jones,
North Wales Police
Federation
workplace
representative



Firstly, I would like to thank everyone who

voted for me in the election at the beginning of the year. The fact that there were three candidates for the position speaks volumes in that there are more and more of us who want to look after each other and ensure colleagues' welfare is never overlooked.

So, on the back of that election, on 14 January 2019, I was delighted to hear I was to represent YOU.

If you know me, you know me so I needn't say any more. If you don't know me, I don't bite so feel free to contact me but here's a little bit of my background.

From a very young age, I have been influenced by trade union ethics and what I believe to be the right morals. I've learned about the history surrounding democracy and how people have previously had to fight 'tooth and nail' for their rights to vote – to have their voices heard. I have always wanted to help people and make sure that no-one was taken advantage of.

This has followed me into my police career; whether I'm offering advice and guidance to someone who has a query about over-time or regs or helping to give

people the courage to stand up to others (including bosses) when they feel something just isn't right - something I have experienced first-hand.

I decided to stand for this position as Federation rep in order to stand alongside you, shoulder to shoulder, should the need arise. I've been a PC for more than 16 years, 11 of which were on RPU (Traffic) which is where I am currently stationed and based in St Asaph.

When I joined I, like many of you I'm sure, was warned about the three Ps and these days I think there should be another added – pursuits – since it is clearly one of the parts of operational policing that could quite likely bring about complaints and investigations. Having been involved in many pursuits and with my experience on RPU, I believe that I'm in strong position to comment on a pursuit.

Federation reps are no longer appointed to departments or units. Each Federation rep will have their personal qualities and expertise and therefore will be able to offer advice across the board. I have recently assisted a colleague in the Bala area, despite that being in the Western Federation area.

Since being appointed in January, I have dealt with four official cases involving complaints and performance. I've spoken to

many colleagues and given advice on matters they have been concerned about and I've been very busy with officer welfare as it appears there is a growing trend where some people think it is OK to assault police officers while they are performing their duties.

As always, if ever you need help or support or even if you are not sure whether you need assistance, please get in touch, either with me directly or contact the Federation office on **05400, 01492 805400** or **FedAdmin@nthwales.pnn.police.uk**



Force appoints first female ACC

Sacha Hatchett has been appointed as the new Assistant Chief Constable, the first female to hold the position within the Force.

Sacha, who will be in charge of crime and operations, is returning to North Wales Police, where she has already worked for more than 20 years, after being Temporary Assistant Chief Constable at Cheshire Constabulary since December 2017.

She said: "I am immensely proud to be the first female chief officer in North Wales. I'm looking forward to working with the new chief officer team and to reconnect with partners across the area.

"North Wales is an outstanding force, made up of excellent people who work together to keep our communities safe and I

am really excited to be coming back to take on the opportunities and challenges."

Chief Constable Carl Foulkes said: "I am delighted to welcome Sacha back to North Wales. Sacha is well known to the Force and our partners and will bring the experience, local knowledge and commitment we need as we continue with our drive to make North Wales the safest place in the UK."

Prior to moving to Cheshire, Sacha's 21 years' service was at North Wales Police, most recently working as chief superintendent for local policing with overall responsibility for delivering response policing, neighbourhood policing and investigations.

Sacha, who is a single mum to two

primary school aged children, was educated at Sir Richard Gwyn High School, Flint, before studying international relations and politics at Staffordshire University and going on to complete a Masters in evidence-based police executive studies at Cambridge University.



Stop and search figures – more than meets the eye

By Sergeant Dan Ball, North Wales Police Federation, workplace representative

For those who do not know me, let me introduce myself. I joined North Wales Police in 2007 as a PC after having previously worked as a Special Constable in Rhyl in the late '90s. Since joining, I have worked in North Denbighshire as a response officer, West Conwy Coastal as a CBM and on the Neighbourhood Tasking Team and now work as a response sergeant in Conwy Rural.

I have always tried to spend my down time out and about trying to catch criminals through proactive policing, which is something I am really passionate about. It is what I joined the police to do and what I think the public expect us all to be doing.

So, when I was tasked with writing an article for Your Voice, the subject of stop and search was the first thing to come to mind.

You will be aware of the publicity over the last few years in relation to stop and search, knife crime and county lines drug dealing. You will be aware of the 'damned if you do, damned if you don't' mentality of the media within the UK and our elected politicians.

Every police officer in the country is branded as racist because of the disproportionate numbers of young black males being searched. Those same officers are then blamed for the increase in stabbings, deaths and drug-related violence because the number of searches has plummeted by nearly 80 per cent in 2017/18 when compared to 2009/10.

We have been vilified by the soon to be former Prime Minister Theresa May during her time as the Home Secretary for disproportionately targeting young black males. The media portray us as dumb and lazy cops who stop people based on the colour of their skin instead of using intelligence and information. Politicians from all sides have jumped on the band wagon to increase their standing within minority communities.

But is all of this actually true? Are we searching a disproportionate number of people from black and ethnic minority groups? Can the Home Office figures be trusted at face value? Well, if you drill down into the numbers and the way the statistics

are drawn up it would seem not.

The Home Office statistics are collated from the stop and search forms we submit after each search. These figures are then broken down by ethnic groups and shown against the overall population. This way of working shows, seemingly quite clearly, that black people for example are 9½ times more likely to be searched than white people. That is, I think we can all agree, a fairly stark and shocking headline. But is this a fair way to compare the data?

According to the researchers who looked at the Met's use of stop and search as part of the Macpherson report the answer is 'No'. They felt that the best way to fairly compare these figures was to look at the ethnic make-up of the populace on the streets at the times and days that the stop searches were being carried out in the geographic areas being studied.

They found that when looked at in this context the 'ethnic bias' disappeared. They, in fact, went as far as to say that the police actually stopped slightly more white people than they should have done if you use this formula. This was seemingly reported to the Home Office but does not appear to have been recognised or publicised. I will let you come to your own opinion about why that may be.

I am sure many of you will remember the mandatory NCALT (online learning) package on stop and search not so long ago. I think most of us were stunned to be told that stopping a car and finding it stinking of cannabis was not grounds for a search. Seeing a male matching the description of a robbery suspect close to the scene who then runs away was not considered sufficient grounds to search them either.

Now this political and media pressure certainly goes a long way towards explaining the cliff edge drop in stop and search figures over the last few years. But is it the only factor?

Part of this drop will be for the reasons



already covered but not all, and certainly not in North Wales where we do not have the same issues of political and media pressure present in inner city areas. A large part, perhaps the largest part in our own Force area is, in my opinion, down to our own systems and training.

Most of our time is spent in front of a computer dealing with ever-increasing paperwork and red tape, in a queue at the local A & E department or dealing with someone with mental health issues. This is compounded further by police budgets having been decimated by the Government over the last 10 years resulting in a huge reduction in available officers.

And then, to make matters still worse, we have a very young in-service front-line workforce who have been tutored by officers who are often only just out of their probationary period themselves. They were, in turn, tutored by officers only just out of their probationary period too. This leads to a huge gap in officers with the experience and confidence to use their powers of stop and search.

In this environment of inexperience, ever increasing pressure, red tape, lack of resources and backfilling other agencies' shortfalls, is it any wonder that the number of stop and searches, and therefore proactive policing in general, is going down while knife crime, violence and drug dealing is becoming more and more of a problem?

And, with no sign that this situation is likely to change any time soon, I for one am gravely concerned for the future of proactive policing at home and the rest of the UK.

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I left it a bit late to be a Fed rep

By Chief Inspector Paul Jones, North Wales Police Federation workplace representative



I will soon be leaving the Federated ranks to take up my new position as a superintendent. This means that I will no longer be eligible to be a workplace representative; a role I have only been in since last year.

I never had any intention of becoming a workplace representative. My early impressions of the Fed were of Reg Hollis on The Bill which was not exactly an image that I aspired to. I much preferred Burnside although he's probably not much of a role model either!

It is also fair to say that some of the actual Fed reps I encountered early on in my career didn't exactly inspire me to stand for election.

As my career developed, however, my views changed. I was always aware of how valuable the Federation would be if I was 'unlucky' or 'made a daft mistake' but I hadn't realised how much other work it is involved in.

Even more surprising to me was the way in which the Federation worked with the organisation in order to get the best for its members. Previously I had imagined Federation representatives taking a contrary view – almost for the sake of it.

As my knowledge of the Federation increased, I started to wonder what it would be like to become more involved. Then one day a trusted colleague and I were talking about the latest injustice to befall us and how nobody ever seemed to stick up for us.

Coincidentally, nominations were being invited for Fed reps and my colleague suggested that I would make a good one. I found this quite amusing and told my line manager so he could have a good chuckle too. To my surprise, he also said I would be good at it.

With this in mind, I promptly nominated

myself but, as time passed, I had second thoughts. Rather than withdraw, my masterplan was to not campaign but I was rather surprised, and a bit annoyed, to see my name was not on the ballot. Then I realised that due to rank protection they had to elect a certain number of inspectors/ chief inspectors and so I had been successful without anybody having to vote for me!

Once 'elected', I discovered I would have to attend the initial course for Fed reps. I must admit that I didn't fancy three nights away from my family with a bunch of people I had never met before, together with a long journey either end. How wrong was I? It was great. The people were nice, the journey down by rail was a breeze and Federation HQ in Leatherhead, Surrey was great.

The course itself was very interesting and we received an input from John Apter, the national chair. My perspective changed further as we went through the role of a workplace rep and it was confirmed that we



Getting to grips with regulations.



The Federation's Leatherhead HQ.

are sometimes encouraged to give 'reality checks' to members.

For me, the more balanced a workplace rep is, the better. We should stand our ground when we need to but we should also understand all perspectives. Sometimes we will need to compromise in order to achieve success for our members as a whole. Realising that by protecting one officer, we may be disadvantaging many others can be quite a complex thing to come to terms with.

My only regret is not standing for election sooner. I have only really scratched the surface of this role and now it is time to move on.

The support from branch secretary Mark Jones and the seemingly ever-youthful Mel Jones (assistant secretary and treasurer) has been tremendous, whether it be as part of my Fed role or my day job.

I would recommend anyone who is even remotely interested in the Federation looks into becoming a rep further. It really is a role where you can make a difference to the lives of your colleagues. I happen to believe that on the whole we look after our public extremely well. The Fed are vital, along with the organisation - in looking after us.

“ MY ONLY REGRET IS NOT STANDING FOR ELECTION SOONER. I HAVE ONLY REALLY SCRATCHED THE SURFACE OF THIS ROLE AND NOW IT IS TIME TO MOVE ON.

Brave officer tracked down robber who threatened teenager with knife

An unarmed officer who single-handedly tracked down a man who had fled a petrol station after assaulting and then robbing a teenage female shop assistant at knifepoint has been nominated for this year's prestigious national Police Bravery Awards.

PC 2352 Gareth Jaggard, who is a member of the underwater team and has 15 years' service, has already been presented with the North Wales Police Fletcher Award for Bravery 2018 in recognition of his fearless pursuit of the offender. The Fletcher Award, presented annually by the Force, is given to an unarmed officer who has shown outstanding bravery.

The robbery happened at the Shell petrol station in Denbigh just before 9.30pm on Sunday 20 April 2018. The shop assistant was hit in the face by the robber who told her: "Open the till or I will stab you."

PC Jaggard was one of three officers on duty at Denbigh who responded to the incident. Accompanied by PC 2625 Sarah Davies and PC 2141 Lisa Chow, he made an early assessment of the offence and location and, using his exceptional local knowledge, made the decision to get out of the vehicle en route to the incident scene to try to intercept the suspect leaving the scene on a potential escape route.

PC Davies and PC Chow continued to the scene to help the victim, an 18-year-old who was a lone worker and clearly traumatised by the incident.

PC Jaggard's decision was vindicated as he quickly encountered the suspect, Robert Shane Hughes, climbing over a wall fleeing from the area.

Despite knowing Hughes was carrying a knife and that it was potentially an extremely dangerous situation, PC Jaggard managed to contain him using his communication skills and Taser. He had also had the presence of mind to press the red button on his radio to help other officers pinpoint his exact location.

PC Jaggard was subsequently joined by colleagues and they arrested Hughes, six minutes after the original alarm call to the Force.



Chief Constable Carl Foulkes presents the Fletcher Award to PC Gareth Jaggard (right).

The knife used in the robbery was recovered nearby as PC Jaggard had heard him drop the weapon. The gloves worn were recovered and Hughes was also found with cash and cigarettes stolen during the robbery.

Hughes is a career criminal and has for many years been a blight on Denbigh. Due to the overwhelming evidence, Hughes pleaded guilty to robbery and was sentenced to six years and eight months in prison.

The robbery victim's family have thanked the officers involved for their quick and effective response in dealing with the incident.

North Wales Police Federation has nominated PC Jaggard for the national bravery award and says in its nomination: "PC Jaggard, by showing personal bravery by going alone in search of an armed offender in the dark and arresting him leaving the scene and in possession of property, prevented him committing further offences in the area."

PC Jaggard will attend the Police Bravery Awards which are held in London in July. He and his wife, Charlotte, will be invited to a Downing Street afternoon reception, usually hosted by the Prime Minister and attended by the Home Secretary and police minister, ahead of the awards ceremony in the evening.

'It's just what we do'

Gareth Jaggard says he couldn't believe it when he heard he had been nominated for the national Police Bravery Awards.

"I don't think I have been brave and it's just what we do as police, it's what the public expect of us and what I would expect as a victim of crime," he explained.

But nevertheless, having already been presented with the Fletcher Award at the Force awards evening and thoroughly enjoying that event, he does have a sense of pride about what he did during the incident when initially he was just working on a hunch.

"Knowing the area well, and the possible escape routes, I felt the retail park would be a good bet as a place to start looking," he said, "As the suspect had left the scene, we had nothing to lose by trying there.

"I could feel the adrenaline and I suppose the excitement that I might be right and the suspect might come my way. I was stood on the corner of one of the retail units and watching the walls of some back gardens, I could not believe it when I saw a figure climb over. People were talking on the radio at the time and so I had to press my emergency button in order to tell them where I was and that I possibly had the suspect.

"He was some distance away when he climbed over the wall, too far for me to have caught up with him so I waited for him to come my way. I saw that he was running towards a gap in the fence that led to some fields and my plan was to wait until he was level with the building I was by.

"Sadly, he saw me looking and ran in the opposite direction. I shouted out to him to stop and shouted 'police', I wasn't sure if my colleagues could still hear me on the open radio but there wasn't time to pass any message. I was very aware that I was on my own and I was also very conscious of not getting too out of breath just in case I ended up in a physical struggle with the suspect.

"As I was running after him, I heard over the radio he had badly assaulted the cashier and was in possession of a knife. It was at that point I was quite clear in my mind that I would be drawing my Taser should I catch him."

He continued: "He ran towards the loading bay of a retail unit where it was pitch black, I was catching up with him now but I could not see that he was discarding the stolen items along the way. Shortly after, I caught up with him and shouted out 'Taser', he stopped and I had to continue shouting commands out to him to comply. Once I had my Taser drawn, I wasn't frightened at all; it's a fantastic piece of kit which does give you the confidence to perform your duties in this way."

Gareth admitted there was a point where he thought the offender would try to evade arrest and that it felt like forever before back-up arrived.

"I wondered what I would do if he decided to run away but no sooner was that going through my mind than I saw the headlights of a car approaching. My colleague got out and I asked her to handcuff the male while I kept the Taser aimed at him. I was chuffed when I searched him and found the stolen cash, knife and discarded property," he said.

Despite his concerns while waiting for



Brave officer PC Gareth Jaggard.

colleagues, Gareth said, given the same set of circumstances, he would do the same again.

He is now looking forward to the awards ceremony when he will be accompanied by his wife, Charlotte.

"She is really proud of me but I think she tries to block out of her mind what we have to deal with in work otherwise she would be constantly worried. My Dad, a former officer, likes to hear what I've been up to in work and what it's like now. He's got a few good memories of his own and worked with some of the first people to receive the Fletcher Award," said Gareth.

"I am looking forward to hearing the stories of the other nominees. Hearing what police officers are doing around the country day in, day out, some of whom getting injured and assaulted in the process, makes you feel proud to be part of the police service."

So what will Gareth say if he gets the chance to meet the Prime Minister, the Home Secretary or the police minister the awards?

"Can we have our helicopter back please," he joked.

Gareth would also like to put on his record his thanks to everyone – family, friends, colleagues and local community councillors - for their kind words of support and recognition.

I AM LOOKING FORWARD TO HEARING THE STORIES OF THE OTHER NOMINEES. HEARING WHAT POLICE OFFICERS ARE DOING AROUND THE COUNTRY DAY IN, DAY OUT, SOME OF WHOM GETTING INJURED AND ASSAULTED IN THE PROCESS, MAKES YOU FEEL PROUD TO BE PART OF THE POLICE SERVICE.

Justice system must use new sentencing powers, says Federation secretary

North Wales Police Federation secretary Mark Jones has urged the courts to use the new tougher sentences they have available to them when dealing with offenders who have assaulted police officers.

Mark spoke out after six officers were 'viciously assaulted' during one weekend in February with all receiving injuries while helping the public in incidents in Penrycae, Abergele, Gronant and Bagillt.

"These incidents further illustrate the position our officers find themselves in. They are doing their best to serve their communities, fighting and preventing crime, keeping order and protecting the vulnerable and yet there is a mindless minority who

seem to think it's OK to assault police officers just for doing their job," says Mark.

"Sometimes it is only by pure luck that officers are not severely injured but all too often they are having to take time off work

to recover and that has an impact on them, their families, their colleagues and the communities they serve.

"Sadly, we are also finding that while they may overcome their physical injuries,



AS A FEDERATION, WE ENSURE OUR MEMBERS ARE CARED FOR AND HAVE ACCESS TO ALL THE SUPPORT THEY NEED BUT WE ALSO NEED THE JUSTICE SYSTEM TO FULLY USE ITS SENTENCING POWERS TO SEND AN CLEAR MESSAGE THAT ASSAULTS AND ATTACKS ON EMERGENCY WORKERS WILL NOT BE ACCEPTED.

Half page Police Insure ad

the mental scars they carry from the attacks are harder to come to terms with and many find it difficult when they return to front-line policing.

"As a Federation, we ensure our members are cared for and have access to all the support they need but we also need the justice system to fully use its sentencing powers to send a clear message that assaults and attacks on emergency workers will not be accepted."

The Assaults on Emergency Workers (Offences) Act, which was passed late last year, created a new aggravated offence of an assault against a member of the emergency services and doubles the maximum sentence for these cowardly and despicable acts from six to 12 months.

The new legislation followed the Federation's Protect the Protectors campaign first backed by Halifax Labour MP Holly Lynch and then sponsored by Labour's Chris Bryant, MP for Rhondda.



ASSAULT ON POLICE OFFICERS, POLICE STAFF AND VOLUNTEERS

Our Pledge to you:

North Wales Police will not tolerate assaults (physical or verbal) or hate crimes against our officers, staff and volunteers. Being assaulted or abused in any way is not part of the job.

EIGHT POINT PLAN

1

Assaults on officers, police staff and volunteers must be investigated with the same care, compassion, diligence and commitment as an assault on a member of the public; and North Wales Police will seek to ensure appropriate redress through the criminal justice system. This sounds obvious, but too often our response to assaults on members of the policing family can be rushed or treated as secondary to other offences.

2

The Victim Code applies to all victims and therefore to police officers, police staff and volunteers. Complying with the victim code means keeping the victim updated, discussing outcome options and taking into account the victim's view before reaching an outcome. This is essential because we don't always get our response right, with police victims reporting dissatisfaction and even resentment.

3

The assaulted officer must never be the reporting officer for the investigation into their own assault. This is not appropriate on any level and even taking statements from witnesses may be inappropriate. The integrity of an investigation and the impartiality of the officer could be called into question, which could undermine the case and/or heighten the impact on the victim.

4

Victims recover better and more quickly with the right welfare and supervision. This also helps to avoid long-term negative consequences. The assaulted person's supervisor should meet with them as soon as it is practical to do so. The victim may downplay the impact the assault has had on them and as such the supervisors must recognise the potential effects of the incident and engage Staff Association support for the victim.

5

The victim's supervisor must ensure that the area SMT is informed to provide continuity of welfare support. The Police Federation or Unison will also provide valuable additional support to the victim and should be advised of the incident as soon as possible.

6

The assaulted officer and the supervisor must complete form A879 - Report of an Injury (on or off duty) It will not always be possible for the victim to do this, where this is the case another person can complete the report in consultation with their injured colleague. The staff association will also provide the victim with details about advising the Dept. of Work and Pensions (DWP) and give advice regarding civil claims/CICA.

7

To achieve a successful prosecution, the best evidence must be presented. You should use a victim personal statement and whoever is investigating the assault needs to fully understand the 'points to prove' for assaults on police officers, police staff and volunteers. An officer's self-written statements, provided straight after the events, could be made in haste and might not contain all of the key facts.

8

On each occasion that an officer is assaulted a debrief will be conducted. A debrief of the circumstances of the assault will facilitate learning for all involved and provide an evidence base that will inform any considerations to modify command, tactics, training or equipment to minimise the risk of future assaults on staff.

Chief Constable
Carl Foulkes

Police and Crime Commissioner
Arfon Jones

North Wales Police Federation
General Secretary Mark Jones



80155



Assaulted PC fears he will be attacked again

Nothing will change in terms of assaults on police officers until the courts start to use the new tougher sentences available to them, according to a North Wales PC who was assaulted by the passenger in a vehicle involved in a police pursuit.

PC Daniel Darbey said he was taken by the surprise when the woman kicked him and then spat at him. He ducked and the spit unfortunately hit his colleague.

His attacker received 100 hours' community service and had to pay £100

compensation.

"Sadly because of how poor the magistrates are in handing out significant sentences, I somewhat expect it may happen again. So I just get on with my job in the hope I don't get assaulted," says Daniel, who was contacted by North Wales Police Federation and received a personal message from branch secretary Mark Jones after the incident.

He was also contacted by the night sergeant but, even though he is aware of the

Force's Eight-Point Plan on assaults, still feels it needs to do more to support officers.

As a subscribing member of the Federation's Group Insurance Scheme, Dan can make a claim if the compensation is not paid by his assailant.

Under the Unrecovered Criminal Court Compensation aspect of policy, Dan can claim for the non-payment if he has not received the money within six months of the court ruling.



Wellbeing Wheels rolls into Force

By Jennifer Hutchinson, Force wellbeing lead

We were delighted to borrow the College of Policing's Wellbeing Van to take around seven different locations across North Wales during the first two weeks of April.

The College of Policing is doing a lot of work nationally on wellbeing and has bought four Wellbeing Vans which can be borrowed by forces in the UK for up to two weeks at a time.

The van provides a comfortable seating space and a private treatment room with medical screening equipment while an awning provides further space outdoors (weather permitting).

It did require a lot of physical effort to set it up at each location (thanks to our 'drivers' who assisted with this) but it was great to have such a visible resource to raise awareness.

The size of the van meant we were



limited to our larger stations, but with a total of 166 visitors to the van over the two weeks, we reached a lot of people with health checks, information and support.

The blood pressure checks were particularly popular, as was the opportunity to chat about wellbeing and pick up some information and freebies including our 'Not too tough to talk' travel mugs and Healthy Mind stress balls.

Based on the feedback we received, we

intend to run regular drop-in sessions over the year, visiting our stations to provide health checks and tips on mental health and wellbeing.

These will be on a smaller scale, with a car, a nurse and a pasting table to display information, which means we will be able to get to smaller locations. However, we may well bring back the van for events at our larger stations in the future.

Putting officer welfare to the fore

The National Police Wellbeing Service has been created to provide support and guidance for all police forces to improve and build upon wellbeing within their organisation.

Launched on 30 April, it has been developed for policing, by policing and is designed to meet the unique needs of officers and staff.

It was created using a £7.5 million investment from the Home Office's Police Transformation Fund and overseen by the College of Policing and the National Police Chiefs' Council wellbeing lead, Lancashire Chief

Constable Andy Rhodes.

The service provides practical support for forces in eight key areas:

- Dealing with trauma, major incidents and disaster resilience
- Psychological screening
- Individual resilience
- Peer support
- Line management
- Leadership
- Wellbeing at work
- Mobile outreach service (Wellbeing vans). Also included is 'Mindfit Cop', which is an

online course for police officers and police staff to help them manage their mental health.

The aim is for every member of the police service to feel properly supported by their organisation and confident their wellbeing is taken seriously.

You can access the website with your .pnn email address, so no matter what your rank or role, you can find out more about the information and services available.

To find out more, visit <https://tinyurl.com/yygt8yqo>

Police Care UK – offering wealth of support to officers

The Police Dependants' Trust has changed its name to Police Care UK, and that's not all that's changed.

Police Care UK is a registered charity providing practical, emotional and financial support for those who suffer physical and psychological harm because of their policing role. It can help serving and former officers, staff and volunteers, as well as their families.

Perhaps the most important aspect of the change within the organisation is that the qualifying threshold for assistance has now been reduced considerably from 'suffered significant injury' to 'suffered harm in a policing role'.

Police Care UK can offer many strands of help ranging from personal financial support, adaptations to the home, to arranging private hospital admissions for staff sectioned under the Mental Health Act.

Its mission is to reduce the impact of harm on police and their families.

And the charity's aims and objectives are:

- Ensuring everyone is aware of the harm police experience as part of their role
- Researching and sharing learning on harm and the ways to prevent or reduce the impact of harm experienced
- Advocating for the wellbeing of serving and former police colleagues
- Enabling people to recover and rebuild their lives
- Increasing their reach and connect with people who have suffered harm as a result of their policing role
- Providing mechanisms for individuals to recover and rebuild their lives
- Engaging with the police service to do all they can to reduce or prevent harm
- Proactively interacting with policing organisations across the UK
- Funding new and innovative projects



aimed at reducing or preventing harm. Help provided is completely independent and confidential thanks to donations and fund-raising. The charity receives no Government or police funding.

If you would like to find out more, visit the welfare pages on our website at nwpolfed.org or call **0300 012 0030**.

- 'One in five officers' has PTSD – see Page 29.

Wiltshire experience shows importance of wellbeing and welfare support during a major incident

By Jayne Humphreys, communications and case officer, North Wales Police Federation

The third annual Upbeat! – Police Wellbeing Conference – was held in Leeds in March.

Organised by Police Care (formerly The Police Dependants' Trust) and the National Police Chiefs' Council, the conference brought together experts in occupational health, trauma resilience and welfare provision and practitioners to share learning, thinking and experience to improve police wellbeing.

The packed agenda began with an insightful presentation by Kier Pritchard, Chief Constable of Wiltshire Police, and Penny Fuller, head of his force's occupational health unit (OHU). Between them, they gave a frank and honest account of the events surrounding the nerve agent incidents of 2018, how they responded and what they have learnt.

Wiltshire Police have been looking at wellbeing for some years and, with that in mind, the head of OHU/wellbeing was included within the Gold Group on Day 1 of the first incident. This was, in their opinion, one of the best decisions made throughout the entire operation particularly as, in the early days, they didn't know what they were dealing with.

As a result, they were well placed to deal with the obvious wellbeing issues associated with both the officers injured as a result of direct contact with the Novichok and those experienced by colleagues and the wider force family.

But they were also able to quickly react to and deal with other, often unexpected, wellbeing issues that arose. They also made it their goal to treat all of the mutual aid officers as they treated their own, ensuring that welcome packs and briefings were effective and that accommodation, Federation representation and support from the Force were top of the list.

As a result, the transfer requests into Wiltshire have seen a marked increase. They were also mindful that, for the rest of the force, business had to carry on as usual, which had its own challenges.

One of the less obvious wellbeing issues that arose was working with other agencies to get the Novichok testing down to the shortest timeframe possible – eventually it was just 30 minutes, which had an incredible effect on those who needed to be tested.

They also put together a wellbeing cell to meet the needs of officers and their families, including a family specific casualty bureau. This was particularly effective where

affected personal possessions had to be destroyed.

The Force maintains that the response was not perfect, but it reviewed its response to wellbeing initially three times a day, and used all of the experiences of the first incident to enhance its response to the second.

Wiltshire have continued to review their wellbeing strategy, and their sharing of the experience will assist other forces to follow their excellent example.

Other speakers outlined trauma processing techniques; the role of mindfulness; wellbeing following retirement and working in child sexual exploitation.

Sergeant Belinda Mason from the Police Service of Northern Ireland spoke about the initiatives and approaches to officer welfare from other forces around the world and included insights into the teams, processes and support networks that work globally and could be implemented in the UK. She certainly highlighted that, while we have come a long way, so much more can be done.

It was a very interesting and useful conference, providing valuable examples of what can be done to improve the wellbeing for police personnel.



Are you male
and aged 40
and over?

Drop in to our **free** PSA Blood Testing Evening



Thursday 27th June, 5:00pm – 9:00pm

Police Federation Office, Abergele Road,
Old Colwyn

Blood test
only – no
examination



Results sent
to individual –
not to North
Wales Police

Detecting the early signs of prostate disease and raising
awareness



Registered No 1109305

For more detail contact:
Maria Hughes ext. 04507
Jennifer Hutchinson ext.
04092



Work performance hit by menopause, survey reveals

A national survey has revealed that 42 per cent of North Wales Police officers and staff feel their performance at work had been negatively affected by the menopause with 20 per cent saying they believed this had changed their manager's and colleagues' views on their competence.

Almost three quarters (71 per cent) said the symptoms of the menopause were either moderately or extremely problematic which was lower than the national average of 76 per cent.

A total of 17 per cent said they had considered leaving the job because they had found it difficult to deal with the menopause at work. This compared with 20 per cent nationally.

The survey was carried out by the Police Federation of England and Wales over six weeks from October last year and was the first of its kind to be carried out in the police service.

"This survey is a really important piece of work and gives us a good idea of the realities of working in policing while going through the menopause," says Mark Jones, secretary of North Wales Police Federation.

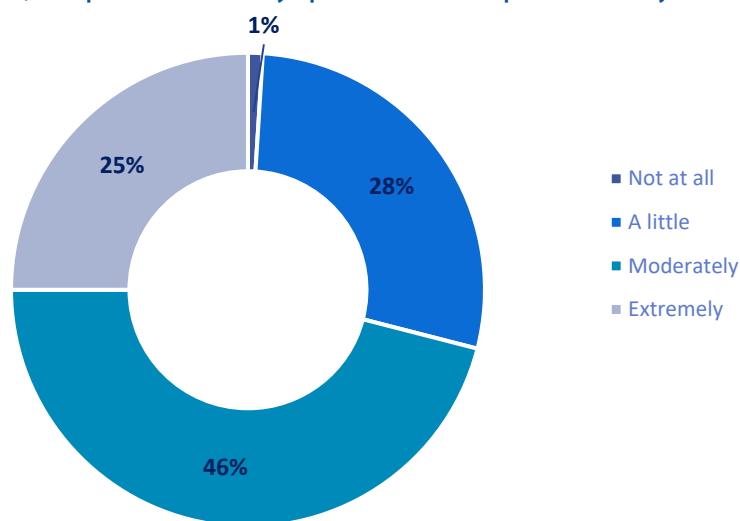
"While the Force comes out slightly better than the national average in many areas, we still need to take on board these results and ensure that we do everything we can to support women at this stage of their lives."

The survey attracted 167 responses from North Wales Police – 46 per cent from police officers and 51 per cent from staff. Around two thirds completed questions about their experiences of the menopause at work while around a third answered questions relevant to line managers and supervisors. Some answered both sets of questions.

The aspects of working that made coping with the symptoms of the menopause moderately or extremely difficult identified by respondents from the Force were:

- The temperature of the working environment – 53 per cent (61 per cent nationally)
- Inadequate ability to control ventilation – 46 per cent (57 per cent nationally)

Overall, how problematic have symptoms of the menopause been for you at work?



- Recalling detailed information – 44 per cent (50 per cent nationally)
- Working shifts – 36 per cent (33 per cent nationally), and
- Workload – 33 per cent (38 per cent nationally).

A total of 52 per cent of North Wales respondents said they had disclosed to their line manager that they were experiencing menopausal symptoms, above the national figure of 47 per cent.

Just over one in 10 (12 per cent), compared to 18 per cent nationally, had taken sickness absence due to the menopause but 64 per cent (62 per cent nationally) said they had been to work despite feeling they should have taken leave due to their symptoms while 28 per cent (35 per cent nationally) said they had taken

annual leave or rest days off as a result of the menopause.

Four fifths (80 per cent) of managers in Force felt they had a good level of awareness of the menopause, compared with around two thirds (65 per cent nationally) with 43 per cent saying they would be confident in their ability to support someone they managed through the menopause, higher than the national figure of 34 per cent.

The survey, initiated to help improve working conditions for Federation members, soon caught the attention of others in policing when UNISON, the Police Superintendents' Association, the National Police Chiefs' Council (NPCC) and the College of Policing got on board to help promote it to their members and staff.

Force offers support

North Wales Police has an active Menopause Action Group offering support and advice to women going through the menopause but also helping promote awareness,

The Force intranet features a menopause toolkit and a wealth of helpful information for women and managers.

Last October, two well received 'Talking Menopause' events were held within the Force with women of menopause age and managers being encouraged to attend.

'I understand the demands policing places on people'

Here's the third instalment of the *Your Voice* Q & A feature, this time with our newly-appointed Deputy Chief Constable (DCC), Richard Debicki.

Mark Jones, our branch secretary, had the opportunity to put questions to the DCC on issues affecting our members. Here's what he had to say...

MJ: Congratulations on your promotion to Deputy Chief Constable. How have you found the transition from Assistant Chief Constable (ACC) to DCC and what have been the biggest challenges?

DCC: Thank you very much! I am thoroughly delighted to be appointed as the Deputy Chief Constable within North Wales and I couldn't be more pleased or proud. I have been doing the role for six months previously in a temporary capacity. The role is very different (to that of the ACC) because the Deputy's portfolio incorporates professional standards, the 'Appropriate Authority' and all the 'change' side of the organisation as well as operational support too. It's a significantly different role but that brings new challenges and new interests.

The chief officer team are also trying to be really stretching with our Vision to be the safest police force in the UK. The great thing in policing is that you are supported by a much wider team and I'm really grateful for the support I do receive and actually to be leading this organisation as the Deputy is something that I feel honoured to do. While it is a very different role, it has been a natural transition as I know the Force and our people, I know the communities well and I have worked closely with the Police and Crime Commissioner; all of whom I continue to work with.

MJ: In misconduct matters there is a wider perception that the Force likes to blame and not learn. As the DCC, you will be ultimately responsible for achieving that as the designated Appropriate Authority. What action will you take to ensure we are truly embracing that ethos and ensuring we are learning and not blaming?

DCC: I think it is really important to build a 'no blame' culture within the Force. I very much see that as part-and-parcel of my new



Federation secretary Mark Jones with DCC Richard Debicki.

role. I really recognise the demands placed on staff and the fact there is scrutiny from any number of scrutineers in policing such as the media, the IOPC (Independent Office for Police Conduct), HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services) and, of course, the wider public.

I do see officers on the front-line feeling constrained in a way that I don't remember 25 years ago and are sometimes concerned about the consequences of decisions they make. I believe that officers deserve my full support and that of the Force where they

have acted in good faith, even if occasionally there has been a poor outcome. Sometimes we work in a very risky environment which can result in a poor outcome - that doesn't mean to say that the person has done a bad job or not done things right. In those circumstances, people deserve the full support from us and actually, from the public as well. Now as the 'Appropriate Authority' and ultimate head of professional standards for the Force, it's of the utmost importance, of course, to uphold those standards effectively - where corruption or serious and deliberate wrongdoing exists



I WANT US TO BE A FORCE THAT MEANS WHAT IT SAYS WHEN IT SAYS IT'S A 'PROBLEM-SOLVING FORCE' AND FOR PROBLEM-SOLVING TO BE A PREVAILING POLICING PHILOSOPHY. IT MAKES ABSOLUTE SENSE BECAUSE IT IS OUR BIGGEST CHANCE TO REDUCE DEMAND SIGNIFICANTLY RIGHT ACROSS THE FORCE.

then we would all, as colleagues within the Force, want and expect that to be dealt with to maintain public confidence.

MJ: You hold the portfolio for wellbeing in North Wales Police. Wellbeing is a buzzword in policing at the moment. What exactly does 'wellbeing' mean to you and what is your commitment to our members in terms of wellbeing?

DCC: I want to turn that buzzword into an absolute daily reality with North Wales Police. My view is that policing is a really demanding profession and it takes it out of our staff both physically and psychologically. People are now working for longer with more demand, more scrutiny and in more challenging circumstances so it is absolutely the right thing that we support our people on a day-to-day basis to make sure they can be the best that they can be and to provide the best service to the public. For me, wellbeing is about taking care of all our people and it's about 'does my boss care about me?' That's what wellbeing boils down to for me.

Where people do feel they need help it is so important that we provide that support within the Force and if we can't then we will 'signpost' and support. So, that's about things like appointing the new head of medical services who is a trained senior nurse, having an effective and strong occupational health service, awareness raising around mental health and resilience building and giving support to people who are struggling or unwell. All of those services wrapped together are crucial but I come back to the question: 'Does my line manager/boss, know me, understand me, care about me and support me?' Yes, it's about services, but it's also about getting the right culture right the way across the organisation.

MJ: On the subject of buzzwords, 'problem-solving' seems to be up there at the moment. You are passionately asking our members to buy into 'problem-solving' but again, what does this actually mean and how does it benefit our members?

DCC: I want us to be a force that means what it says when it says it's a 'problem-solving force' and for problem-solving to be a prevailing policing philosophy. It makes absolute sense because it is our biggest chance to reduce demand significantly right across the Force. It's about keeping people safe and achieving our vision of being the safest police force in the UK. We can only have limited influence on resources but what we can influence is the demand and how we reduce and respond to it - and that is by getting to the roots of the problem. Rather than just picking at the leaves of problems which will grow back, we fundamentally take out the roots. That is more difficult than just putting a sticking plaster on a problem and it takes longer to



FOR ME, WELLBEING IS ABOUT TAKING CARE OF ALL OUR PEOPLE AND IT'S ABOUT 'DOES MY BOSS CARE ABOUT ME?' THAT'S WHAT WELLBEING BOILS DOWN TO FOR ME.

do but that's what we have got to do if we are going to be the safest place in the UK. This is something we can all buy into because most of us live in North Wales, our families and loved ones live in north Wales but, irrespective of that, we all professionally joined the service to make a difference and make the area the safest it can be. I know how much our staff care for the victims they work with on a day to day basis. I think problem-solving is the key and I really do want our staff to get behind it because individually we'll make a small difference but collectively we'll make a huge change.

MJ: What has been your greatest achievement and equally your greatest frustration in your policing career?

DCC: In terms of my greatest achievements, I would point to two aspects with North Wales Police. The first is how we've collectively risen to the challenge of increasing quality of service and confidence in North Wales Police because a few years ago we were pretty low in those areas but we have put a number of things in place where we put quality of service in the centre of everything we do. We've developed 'Citizens in Policing' and put more volunteers into policing, we've really supported and developed neighbourhood policing and I'm grateful to all the staff who have risen to that challenge - it's been a brilliant team approach but leading that as an individual I am proud of what we have achieved.

The other aspect, is the way we have really improved our services to, and support for, vulnerable individuals - believe that supporting vulnerable people in their hour of need is a huge privilege in policing and the way we've restructured and changed the culture of the organisation, putting far more focus on areas such as domestic abuse, child sexual exploitation, sexual offences and modern day slavery has made North Wales a safer place - that has been hugely rewarding for me - our staff have risen to the challenge as they always do.

In terms of frustration, I see the challenge in trying to get consistent messages out across the Force and getting complete understanding. That can generate myths, uncertainty and frustrations among staff and I just want to make sure that we communicate well across the organisation. Geography is an issue, we have people working at all ends, working at all times of the day, but those challenges should not be beyond us. I really want to make sure we push that and I would have liked to have

seen that progress more but we are certainly working on that.

MJ: The police service is renowned for constantly changing its processes and make up, or otherwise perceived as 're-inventing the wheel'. Do you think policing is unhealthily obsessed with 'change' and is it always necessary?

DCC: I think it's true to say, and it's a bit cliched, but change will never be as slow as it is today. The pace of change is only accelerating. There are a whole host of reasons why we need to change as we respond to new threats - new technology, for example, which also presents opportunities. We see threats that we never saw even 10 - 15 years ago, like cyber-crime now exceeding physical crime, in volume terms, children being groomed on the internet, hidden demands now becoming apparent as we turn the stone over. Policing needs to be in a position to respond to those threats and it needs to be agile, it needs to be nimble in order to do that. What we need to get better at is getting swift and efficient change processes which allow us to keep ahead of that and not be on the backfoot. That is why change is so important. Now, of course, we do not want to knee jerk to the latest fad or whim and change should not be for change sake. It should be about continuous improvement within the organisation. The other thing to say is 'let's borrow with pride' from elsewhere. We don't have to re-invent the wheel here every time. Where we see good practice, let's look up and look out so that we can get that best practice elsewhere.

MJ: What's the one message you want to send Police Federation members in North Wales?

DCC: The one message I would want to send to Federation members is one of support and thanks because I genuinely recognise the work that people in this organisation are doing 24/7, 365 days a year and I understand the demands it places on people; I really value the enthusiasm that people display every day throughout their working lives. I think they do an amazing job in supporting and keeping the public safe and they deserve us to fully support them and we are doing absolutely everything we can to do that.

MJ: Marmite. Love it or hate it?

DCC: Love it! Other brands are available though.



From pie in the sky to eye in the sky

By PC Caroline Roberts-Simcock

As soon as I joined North Wales Police in 1999 and with a love of aviation stemming back more years than I care to remember, I knew that being a Police Air Observer - now known as a Tactical Flight Officer (TFO) - was the job that I wanted to do. It seemed like a tall order at the time but it was my goal to chase.

After 13 years as a response officer, I was successful in my air support application and started at the North Wales Police air support unit in Rhuddlan. In the same year, following the Government's requirement for air support to be a national collaboration, the National Police Air Service (NPAS) was created.

In September 2015, as part of national restructuring, the air base at Rhuddlan was closed. As disappointing as that was on a personal level, I was fortunate to move to the police helicopter base at Hawarden Airport. The creation of NPAS meant that police air support in England and Wales was centralised and hosted by West Yorkshire Police.

Much has been said and written about cuts to policing budgets and air support has not been immune to those cuts. Despite this, the borderless NPAS model means that where in the past an aircraft would rarely travel beyond its respective police force area, we now have complete flexibility to operate cross border between police forces across England and Wales. I have conducted tasks as far north as Durham and as far south as Worcester – definitely a service with no borders.

I am part of a small team of staff that includes pilots and Tactical Flight officers (TFOs), mostly police officers and some police staff, who are responsible for providing air support 24/7 365 days a year.

We work 12-hour shifts and our normal operation is a crew of three, one being the pilot, and two being TFOs. We have a mix of staff at Hawarden whose local policing knowledge includes North Wales, Cheshire, Merseyside, Lancashire and Staffordshire. This does come in handy at times from a local knowledge perspective. From personal experience, as a North Wales Police officer

the ability to be able to pronounce Welsh place names sometimes saves colleagues' blushes.

The 'cab', as we call it, is a tight and busy workspace. The front seat TFO operates the FLIR (forward looking infra-red) camera. The other TFO occupies the rear right seat directly behind the pilot and this position is known as the tactical commander's seat. The TFO in this position is responsible for mapping and communications and co-ordinates with the officers on the ground via radio. TFOs rotate between the front and rear seat in the aircraft each shift to ensure that skills in both positions are maintained.

We do have a spare seat in the aircraft so we regularly fly officers from North Wales, Cheshire and Merseyside. This allows us to give an opportunity for officers who may on occasion request our attendance to see first-hand how we operate as a crew and how much we can see as the 'eye in the sky'. These visits are really useful and something we encourage.

In addition to being a TFO, I am one of two training officers based at Hawarden.

The main purpose of the role is training new TFOs but we also conduct annual assessments on all the TFOs on the unit which ensures all staff are working to high standards. There are also other training currencies that need to be maintained annually by the TFOs. This role is in addition to my 'day job' and doesn't provide any monetary incentive, however, it does provide a great deal of job satisfaction. Knowing I have played a part - particularly in a new TFO's air support career - is very rewarding.

No two shifts are ever the same and that is genuinely not a cliché. Every shift commences with a briefing which is conducted by the pilot with all crew for that shift present and able to contribute freely to it. The briefing consists of weather updates, aircraft serviceability and any pre-planned policing tasks.

The most common tasks the aircraft attends are missing person and concern for welfare searches, suspect searches and pursuits, however, we can also provide planning photos or containment of locations and even convey seriously ill people to hospital. We carry Seago buoys - life jackets which inflate upon contact with water. These can be dropped via an open aircraft door should they be required in a life-saving situation.

Generally our aircraft, a Eurocopter EC135P2+, can travel at two miles per minute or 120 mph but a good tail wind can increase that. Having flown during several



NO TWO SHIFTS ARE EVER THE SAME AND THAT IS GENUINELY NOT A CLICHÉ. EVERY SHIFT COMMENCES WITH A BRIEFING WHICH IS CONDUCTED BY THE PILOT WITH ALL CREW FOR THAT SHIFT PRESENT AND ABLE TO CONTRIBUTE FREELY TO IT. THE BRIEFING CONSISTS OF WEATHER UPDATES, AIRCRAFT SERVICEABILITY AND ANY PRE-PLANNED POLICING TASKS.

'named' weather storms, I am lucky to have not required the use of a sick bag... that said, I always have one handy just in case!

There have been several incidents over the last seven years when I have been part of the aircraft crew when we have located missing people, suspects or vehicles. One of the most memorable incidents for me personally was early on in my air support career when the aircraft was tasked to the Llandudno area to search for a missing person for whom there were serious concerns. As the aircraft arrived on scene, the missing person's vehicle had just been located by local officers. Using the aircraft's thermal camera, I started a search of the wood and within 30 seconds found an unusual heat source in the middle of it. My colleague seated in the rear of the aircraft talked the police dog handler in to the heat source.

It was quickly confirmed that the heat

source was indeed the person we were looking for and, thankfully, they were safe but did require medical treatment. This incident stands out for me as I was still new to the job and it was one of my very first 'finds'. It also shows how we work well with officers on the ground – we couldn't do our job without them.

When I was a response officer I dealt with a variety of incidents, and being a TFO is no different. There is such a feeling of satisfaction for the crew when we find a missing person or a stolen car for example. I do liken it to 'grown-up hide and seek' and get a real buzz from helping the officers on the ground and providing that service.

After seven years, it is still quite strange while off duty to sometimes see the police helicopter fly over my house and I think to myself: 'That's my office'. I am very privileged to be a TFO and I am very fortunate that I love my job."



Officers need to understand the PIP process

Post-Incident Procedures (PIP) refer to the processes followed in all situations following police contact where:

- A death or serious injury has resulted
- Failings in command have been revealed
- Danger has been caused to officers or to the public.

The aim is to ensure - in the interests of the public, the police and everyone involved in the incident - the subsequent procedures are open and transparent and demonstrate the integrity of all actions.

Overall responsibility for PIP rests with a chief officer or senior officer (who has not been involved in the operational phase) who initiates the post-incident investigation and post-incident management.

The Independent Office for Police Conduct (IOPC) will decide whether the incident meets the criteria for it to lead a post-incident investigation. Incidents not requiring an IOPC investigation can be investigated by the Force's professional standards department.

In 2018 North Wales Police Federation reps received accredited PIP training.

Since they are largely unknown procedures for most officers, we asked some of those recently involved in PIP and a Post-Incident Manager (PIM) about their experiences.

Roads policing officer Alaw Roberts was involved in a pursuit resulting in the passenger in a stolen vehicle being seriously injured. She said: "I had no idea what a PIP was before this event. Initially, I didn't know what to expect. The whole process was a new experience. I imagined we would be preparing first accounts or statements of what happened prior to going off duty.

"I was apprehensive at first. I didn't know why we had to be taken to a location so far away, when we were only 10 minutes from Blaenau Ffestiniog police station. By the time we got to the PIP suite we had

worked over 12 hours. Fatigue and hunger was definitely an issue.

"We were joined by colleagues from the control room who were involved in the pursuit, and we were introduced to the PIMs who co-ordinated everything. It was later explained to us that the PIP had to be conducted in a neutral area, hence why we were taken to the PIP suite.

"We weren't allowed to discuss the matter with other colleagues, and I was told that the Federation would be attending, along with a lawyer from Slater and Gordon. This was definitely an unnerving experience as I'd never had any interaction with the Federation.

"As there were so many people involved, I started to doubt myself and thought that I had done something wrong or that there was something else going on that I wasn't aware of. We eventually prepared initial statements with the lawyer, which was of great help as we were all so tired. A few days later, we attended at the Federation office and completed full statements in the company of the same lawyer. We were kept updated by the PIM thereafter."

Alaw feels that the profile of PIP should be raised: "I would definitely agree that it's a worthwhile process, and something that we should be highlighting across all departments."

So, what would she tell colleagues about PIP? "Not to be intimidated by it. The process is there to safeguard us, to ensure that we don't put ourselves at risk and ensure our welfare during and after a serious incident."

Richard Burbridge has also recently experienced PIP: "Prior to the incident I had no previous knowledge of the PIP process. Minutes after the incident I received a phone call from the PIM. It was explained that the process (PIP) was to be implemented and a description of the

process was given.

"On arrival we were taken into the PIP suite. No questions were put to us and we were offered a drink. The PIM then read through the policy and procedure and offered words of support. It was at this point we were informed the IOPC was to be involved and that we were to have support from the Federation along with legal representation. We were again informed that no conferring should take place, they were supportive and clear with their instruction.

"After the initial formalities had taken place and the mentioning of legal representation, I began to feel slight unease and isolation.

"Over the next hour, two Federation representatives arrived and introduced themselves. I was in no doubt that our welfare was their primary concern. The atmosphere was friendly and they innately understood the need for confidentiality.

"We waited for the arrival of the specialist PIP solicitors from Slater Gordon. As time passed, I felt more at ease and the initial feeling of isolation and scrutiny dissipated. The lawyer involved had a confident demeanor and his clear knowledge of the PIP process assuaged any unease I had. He provided a clear-cut breakdown of the PIP process. He explained its necessity and value and that it provided a level of transparency that was hard to dispute. His expertise and experience was evident.

"The first step in the process was to provide a first account, this is done on the advice of the solicitor.

"A date was agreed upon for the second account process and we were given the PIM's personal telephone number prior to leaving. It was made clear we could call anytime and that our welfare was top priority. Later that same evening while at home, I received a telephone call from the Chief Constable, he was supportive and asked after my welfare.

"A number of days later we convened at the Federation building so we could provide our second account. Once completed, the solicitor read through the account. A few minor alterations were made and then it was submitted. We were then informed the matter would now be handed over to the IOPC and that this process can take up to six months to reach a conclusion.

"The matter duly concluded. No concerns were raised about our actions and no further action was to be taken. Throughout the process, I was kept up to date and I was aware of my point of contact, should I need anything.

"I found the PIP process straightforward. I understand the need for the process and support the notion that it is beneficial for the officer(s) involved. Both the PIMs involved were supportive and explained their role and the PIP process clearly and



THE PROCESS IS THERE TO SAFEGUARD US, TO ENSURE THAT WE DON'T PUT OURSELVES AT RISK AND ENSURE OUR WELFARE DURING AND AFTER A SERIOUS INCIDENT.

concisely, the Federation representatives were present throughout and they too provided support and advice.

“However, the addition of the solicitors from ‘Slater Gordon’ was the most impressive. They were clearly experienced and well-versed with the PIP process and everyone looked to them for legal guidance.”

Sergeant Steve Arnold is one of the Force Post-Incident Managers. We asked him why he'd become a PIM: “I want to help people and ensure things are done correctly. I felt I have the policing experience to assist my colleagues. This comes from being a uniformed officer for 25 years and a firearms officer for 12 of those. Through firearms, I have a full understanding of PIP and how daunting it may seem to an officer at first.”

Steve went on to explain what the PIM role involves: “In a nutshell, the PIM facilitates, manages and ensures the integrity of the PIP. They will identify the key police witnesses and arrange them to attend an authorised PIP suite.

“From this, the main concern is to facilitate the physical and wellbeing of the staff involved and this will continue throughout the investigation until a conclusion, we also will work closely with the Federation which plays a major role in the procedure.

“We also facilitate between the IOPC, SIO investigations and ensure that any inappropriate or unnecessary request are made and that they are relevant to the investigation.”

What would he tell colleagues they need to know about the PIP process?

“Don't worry and think that you have done something wrong. I know that is easy to say but if you have been identified as a police witness, you are just that, a witness,” he said.

“The initial procedure is lengthy and can take quite a few hours but is in place to ensure transparency and things are done correctly. They will be given full guidance by the PIM and Federation representative.”

For more information on PIP visit the FAQ page on our website: <http://www.nwpolfed.org/faq/>



Workplace stress high on list of HSE priorities

Federation Health and Safety Leaders' Seminar, 20 to 22 February 2019

By Tony Edwards, North Wales Police Federation health and safety lead

The seminar opened with the first of many informative and interesting presentations. David Fox, a chartered psychologist from the Health and Safety Executive (HSE), gave a talk on workplace related stress stating this issue is high on the HSE priorities list.

He spoke passionately about stress in the workplace and how stress manifests itself. The perception of threats is the key and can be brought on by a real or imagined threat.

Wiltshire Deputy Chief Constable Paul Mills gave a superbly interesting presentation on the Novichok attack in his Force area in March last year. Novichok is a nerve agent, developed and used in the Soviet Union in the '70s and '80s. It is a military grade chemical weapon five to eight times more toxic than VX nerve agent.

Based on extensive investigation and CCTV footage, on 4 March 2018 two Russian males had caught the train from London to Salisbury and proceeded to walk to an address in daylight hours and deposited the Novichok agent from a small bottle onto the door handle of the property.

They then walked back to the train station, caught a return train and immediately flew out of the country to Russia.

The residents of the property - a man and his daughter - were later found on a park bench in a serious condition. This was after they had driven to a nearby pub followed by a restaurant all while being infected which helped to distribute the Novichok. Initial thoughts were that it may be food poisoning.

On 5 March, a major incident was declared. Police, in the course of their duties,

had gone to the address searching for clues and two days later Wiltshire DS Nick Bailey became critically ill. He was hospitalised but luckily has since made a full recovery.

On 12 March the nerve agent was identified. This first incident saw nine cordons throughout Salisbury with 90 police officers a day deployed to the area.

On 27 June 2018 Charlie Rowley found a discarded perfume box and bottle, thinking it might be worth something took it home. On 30 June his partner Dawn Sturges was suddenly taken very ill after spraying what she believed to be perfume onto her wrists. She later died. The initial thoughts were that perhaps it had been a bad batch of drugs.

But on 3 July the actual cause was determined and a second major incident was declared. This led to a further 11 scenes deploying an extra 80 police officers a day along with private security.

Over 15,000 duties were covered during a six-month period with the first incident producing 352 potentially exposed items.

The second incident produced 427 potentially exposed items. These ranged from places to personal items, cars, ambulances, a helicopter, the list goes on.

While two suspects have been identified, it is unlikely they will be brought to justice as the Soviet Union has no extradition treaty in place.

Sarah Summers, Wiltshire's health and safety manager, spoke about Salisbury from her perspective and highlighted how the health, safety and welfare of officers at scene were looked after throughout the Novichok incident.

This was followed by Gary Treherne talking about how the incident was handled from a Federation point of view, liaising with both the Force and the H & S manager and working tirelessly in looking after all officers' needs and concerns.



Other presentations included the role of the HSE in health and safety by Alan Craddock, head of public services sector, HSE; fatigue risk management and the effect of fatigue on cognitive performance; an update on health and safety law, legislation and Brexit and a refresh on the working time regulations as applied to the police service by Graham Richens. Brian Jones from Police Scotland spoke about the reflectivity of police road signs.

The seminar ended with a regional update when it was decided that three items of real concern from all of the issues highlighted across the 43 forces would be taken forward to the health and safety sub-committee. These are:

- Taser – giving everyone the chance to be trained in its use to help further equip officers on the front-line
- The issue of fatigue within the police service
- HSE – getting it more involved.

As ever, it was a very interesting and worthwhile seminar which saw some good topics discussed.

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Giving our reps the skills to support our members

All Federation workplace representatives sign up to a Standards and Performance Agreement setting out their commitment to their new role.

One element of their agreement is that they will continue their self-development and, as such, the Police Federation of England and Wales (PFEW) offers a number of training courses at its Leatherhead Headquarters while North Wales Police Federation also arranges training locally.

"Our workplace representatives play a vital role within the Force in supporting their colleagues and liaising with the Force through

senior officers and managers. It is essential that we equip them with the skills and knowledge to offer members the very best support they can," says Mark Jones, secretary of North Wales Police Federation.

"We really do appreciate the fact that our reps often carry out their Federation duties in their own time and in addition to their policing role. The fact that they also attend the Federation courses to ensure they can give effective advice and support to their colleagues is a credit to them."

Following the Federation elections last year, Zuleika Payne – former chair of South

Yorkshire Police Federation – has taken on a national role at Leatherhead, leading on learning and development.

Having engaged with workplace representatives from across the country to identify their training needs, extra trainers will now help with local training in the various policing regions and, after consultation with training practitioners, training courses are being re-designed to best meet reps' needs.

A number of North Wales workplace representatives have given us their thoughts on the training they have received to date and how they would like to develop this further.



'I learned how to support colleagues'



A Post-Incident Procedures (PIP) training course has given North Wales Police Federation workplace representative Ceri Hawe a full understanding of PIP, what is expected of a Fed rep and how to support officers through the process.

Ceri, who has been a Federation rep for around six years, attended the PIP training course over four days in February last year.

"The most valuable thing I learned really was how to support colleagues who find themselves involved in the procedures and how to help protect them," says Ceri.

"This was a new area of work I had not experienced but which will no doubt grow."

Having also attended the initial course for new Fed reps and a health and safety course, Ceri says the local mental health course and the Federation conduct course really stood out for her.

"The conduct course helps you understand the process properly and also see how often it is misused. I have had a lot of members contact me for advice since I attended the course," she says.

Ceri is now booked to attend an equality course in July: "It's a massive area of work which affects lots of colleagues."

'We need to be well trained to support members'

Trystan Bevan has been a workplace representative for just over three years and last summer completed a conduct course.



The three-day course gave him a good foundation of what is expected of the Federation representative when supporting a colleague through a conduct case.

"The content of the course was very good. It covered what to expect during investigations, both internal and by the IOPC. It explained procedures and how these aren't always followed correctly. It also explained what we can assist with and when and where legal privileges are important," Trystan says.

"The most valuable thing I learned was how important it is to look at procedures and process and if they have been done fairly and appropriately by PSD and IOPC when representing staff.

"Knowledge is power and, as Federation representatives, we need to be well trained to assist our members. I'm not saying we need to be defending the indefensible but we need to

make sure our members are treated fairly in accordance with regulations."

Trystan has also attended media training and Post-Incident Procedures (PIP) courses but says the most useful Federation course he has attended has been the initial course for new Federation representatives.

"This was so informative and highlighted to me just how important procedures are in respect of regulations when it comes to over-time, annual leave, rest days, UPP, action plans and everything that concerns staff on a daily/weekly basis to be honest," he explains.

Trystan is booked onto a mediation course which he hopes will give him a good foundation to negotiate and resolve issues on behalf of members to get things dealt with in a timely fashion.

He also hopes to attend a course on health and safety.

"This is a growing area in policing and something that is affecting officers daily. I don't feel I have enough knowledge and understanding in this area and would like to know more to make things better and safer for our members," Trystan says.

'I learned how to safeguard officers' rights'

Jason Higgins has been a workplace representative for North Wales Police Federation since 2013 and has attended a number of courses to help him support colleagues.

After an initial representatives' course in Leatherhead in May 2015 which he felt gave him a good insight into the working of the Federation and the role of the rep, he underwent the conduct and performance training in December 2017.

But the most recent course he attended was the Post-Incident Procedures (PIP) training arranged through the branch and held locally in March last year.

"This covered all aspects of the subject and included good case studies and informative speakers," says Jason, "The most valuable thing for me was learning the process for dealing with members post-incident to safeguard their rights.

"It has equipped me to provide advice to officers who may find themselves subject to PIP. These are likely to become more widely used in the future."

Jason has no further courses booked currently but would like to receive further training in equality and diversity matters so he can better support colleagues in these areas.



Centenary celebrations

2019 marks a milestone year for the Police Federation of England and Wales (PFEW) as it reaches its centenary.

The Federation was established by an Act of Parliament in 1919, and since then has worked to support and represent the interests of rank and file officers across England and Wales.

John Apter, national Federation chair, said: "This is a big year for us as we turn 100. It's important that we recognise the brilliant work that goes on locally and nationally to help make our members' lives that little bit better, much of which goes on unseen every day.

"I accept we don't always get it right and have had our difficulties but we shouldn't

ignore the organisation's achievements – whether that be lobbying for better equipment, changing legislation to effect stronger sentences when it comes to police assaults or campaigning for better protection for emergency response drivers, we do make a difference."

He continued: "We have had our difficulties, we have had our challenges, but throughout all that, I see the brilliant work that local reps, that people at the national office do on a daily basis to make the lives of our members that little bit easier.

"On a local level, I've seen colleagues whose lives have been made better, in some cases lives have been saved by the work of our reps. I became a Fed rep because I was

treated really badly by my force, I wanted to make sure others didn't suffer the same as I did and I think I've made a difference locally in my force of Hampshire when I first became a rep and that's replicated right across England and Wales.

"We've got some brilliant people doing some brilliant stuff and that's been happening for 100 years, and who knows where we'll be in the next 100 years. As part of the centenary the Federation will focus on the significant difference it has made to members' lives, both serving and retired – not only on a day-to-day basis, but also during key events in police history, covering issues like mutual aid, equality and how policing has changed.

History of the Federation

The Police Federation was founded in 1919, 90 years after the Police Act 1829 brought the Metropolitan Police into being. In that period, police officers were denied the right to form any kind of association to protect their interests. Until 1890, the police had no statutory right to a pension.

The Government and the police authorities did their utmost to ensure that police forces remained immune from the growing trade union movement, which was seen as a major threat to the establishment.

1918

The Police Union, which was affiliated to the Labour party and the TUC, calls a strike.

1920

The Police Council draws up the first Police Regulations, setting out standard conditions of service.

1927

The Police Appeals Act gives officers a right to appeal to the Home Secretary against serious disciplinary punishments.

1919

The Government-appointed Committee of Inquiry under Lord Desborough examines the police service. It announces the police would be allowed an internal representative body, but the Police Union would never be recognised and police who belonged to it would have to resign their membership.

It also recommends the Home Secretary should become responsible to Parliament for the entire police service.

The Police Act 1919 establishes the Police Federation and awards the entire police service a substantial increase in pay.

The Police Union calls a strike to oppose the Police Act and demands recognition of the Police Union. The strike was defeated and all officers who took part in the strike were dismissed.



The PFEW board showing all the chairs during its 100-year history.

1952

The Police Council's proposed constitution for a new negotiating body is published. The Police Council for Great Britain will cover Scotland as well as England and Wales. There will be a Police Arbitration Tribunal, but the Home Secretary will have the right to veto its award.

1954

The Police Arbitration Tribunal makes its first pay award.

1953

The Federation's Voluntary Funds begin. The Joint Central Committee (JCC) appoints James Callaghan MP as its first consultant and adviser.

1955

The Police Council agrees on changes to rent allowance.

"It aims to showcase the human side of policing and how the Federation network has been there in times of need. A lot of this work falls under the radar, but the dedication and support shown by Federation reps throughout the country has saved lives, careers and relationships.

"Through members' and past members' voices it hopes to demonstrate how far it has come, while looking to the future ahead."

John concluded: "This year is about recognising how far we have come - learning from the difficulties we have had and moving forward, and more important than anything keeping our members at the heart of everything we do.

"Be proud of what we've achieved. We don't always get it right but as long as we learn from that and move forward, we will be a stronger and better organisation, making sure that we put our members at the heart of everything we do."

Office moves

Pre-1982/3 - Mold

1982/3 - Denbigh (very short stay)

1983 - 1993 - Church Annexe, Rhiw Road, Colwyn Bay

October 1993 - Relocation to Federation Office, 311 Abergele Road, Old Colwyn

Our secretaries

1972 - 1974 Edward P. Griffith

1974 - 1983 D. M. Cumming

1983 - 1983 Berwyn Jones

1983 - 1988 W. E. Davies

1988 - Garry Kelly

1992 - 2002 Philip Rees Edwards

2002 - 2018 Richard Eccles

2018 - present Mark Jones

Our chairs

1972 - 1975 Insp R. Marshall (retired due to ill health)

1975 - 1979 Insp S. R. Baker

1979 - 1983 Berwyn Jones

1983 - Insp Peter Williams

1987 - 1993 R. H. Hughes

1993 - 1997 Derek Frost

1997 - 1999 Raymond Howard Hughes

1999 - 1999 Derek Frost

1999 - 2002 John McMahon

2002 - 2005 Samantha Roberts

2005 - 2006 Stephen Williams

2005 - 2007 Tom Rodger

2007 - 2009 Andy Abbott

2009 - 2011 Rod Llewellyn-Jones

2011 - 2013 Brian Robinson

2013 - 2013 Keith Jones

2013 - present Simon Newport

1931

PC Albert Goodsall becomes the first full secretary of the Federation's Joint Central Committee.

1948

The Police College is established, which is fully supported by the Police Federation. Ten years later it moves to Bramshill.

1950

Part 2 of the Oaksey report deals with representative organisations and negotiating machinery. It allows the Federation to raise funds by voluntary contributions from its members.

The report says that either the Federation agrees to represent women police, or they should have their own organisation. The report calls for new negotiating machinery, with access to arbitration.

1940

The police get their first pay increase since Desborough.

1949

The Oaksey Committee's report on police pay and conditions of service is published.

1957

The first Federation journal - The Newsletter - begins publication.

1960

The interim report of the Royal Commission is published.

1964

The Police Act 1964 embodies most of the proposals of the Royal Commission and sets the pattern of police organisation and control for the rest of the century.

The Government introduces the first scheme to compensate victims of crime out of public funds.

Capital punishment is abolished.

1959

The appointment of a Royal Commission.

1962

The Second Report of the Royal Commission. Also, the first 'Special Course' takes place at the Police College.

1966

In response to Federation criticisms of bad management and lack of modern equipment, the Home Secretary establishes an inquiry by the Police Advisory Board (PAB) into manpower, equipment and efficiency.

Compulsory force mergers reduce the number of forces from 126 to 49.

Centenary timeline continues overleaf

1967

The report by the PAB makes proposals to improve working conditions and stresses that police should not be employed on tasks that do not require their powers or expertise. Powers and duties of traffic wardens extended and proposals for a larger role for special constables.

The Federation supports the introduction of a graduate entry scheme.

1969

The Federation buys a new HQ building in Surbiton. The Police Council agrees a new system of rent allowances.

The Royal Ulster Constabulary (RUC) is brought within the remit of the Police Council.

The Police Federation's constitution is altered to provide for elections to central committees by regions.

A report by the PAB calls for staff appraisals to be introduced to the police service.

1971

The Pensions (Increase) Act 1971 gives public service pensioners, including police, a guarantee that their pension will be index-linked to take account of inflation.

1968

POLICE magazine begins publication.

1970

The Equal Pay Act gives equal pay to women police officers.

21 August 1975

A PFEW statement says: "In 1974 over 9,000 men and women were convicted of assaults upon the police; this does not take into account the more serious assaults which were dealt with at Crown Courts. Last year one in 10 police officers were assaulted and this trend is increasing.

It was felt that the judiciary and magistracy should be encouraged to impose more adequate punishment – even if this required some changes in certain laws to give authority the requisite power."

1977

The Government concedes to an independent inquiry led by Lord Justice Edmund Davies to examine police pay and whether the police should be allowed to affiliate to the TUC, or have the right to strike.



1980

Riots take place in Bristol and Brixton. Annual duty rosters and compensation for cancelled rest days.

1976

The Federation walks out of the Police Council and demands direct negotiation with the Government.

Branch boards hold ballots as to whether the police should have the right to strike. Conference carries a motion with the right to strike. There is huge anger in the police service.

1978

Edmund Davies reports on police pay. The Government accepts the report. He rejects affiliation to the TUC and the right to strike.

The Police Council is replaced by the Police Negotiation Board (PNB).

1981

More riots in Brixton. Lord Justice Scarman inquiry blames "insensitive policing".

1991

The Federation demands a Royal Commission on policing.

1994

Police and Magistrates' Court Bill on police reform (police authorities and discipline etc) is tabled.

1997

The Home Secretary introduces new discipline regulations.

1993

The Sheehy Report into police responsibilities and rewards is published and substantial parts are rejected.

Housing allowance is to be abolished for new entrants, and will no longer be uprated for serving officers.

1995

The Police Bravery Awards are launched.

1998

The Federation proposes radical changes to police training through "Project Forward".

The PNB reaches agreement on conditions governing part-time working and job sharing.

2013

Paul McKeever, former chair of the Police Federation, dies shortly before retiring.

North Wales officer Steve Williams becomes chair of the Federation.



2015

Home Secretary Theresa May tells officers at the annual Police Federation conference to stop scaremongering and crying wolf over the effects of budget cuts.

2014

A report is published following an independent review of the Police Federation. It calls for fundamental reform of the Federation.

At conference in May, all 36 recommendations are backed by delegates.

Steve Williams and Ian Rennie stand down as chair and general secretary of the Police Federation.

Steve White succeeds Steve Williams while Andy Fittes becomes general secretary.

2016

The Police Federation's annual national conference moves to Birmingham and is reduced to two days in line with the recommendations of the Federation's independent review.

1972

In North Wales Police Federation (NWPF) elections, 25 men and three women representatives are elected. 'Woman Inspector' M. Williams was secretary of the Inspectors' Branch Board - based at Bangor, she was the Force's first female inspector.

June 1975

North Wales Joint Branch Board (JBB) chair Insp S. R. Baker is new in post. Members are urged to use all facilities available to them - legal advice has increased by 30 per cent, and Criminal Injuries Compensation Authority (CICA) claims by 70 per cent - "that reflects to some degree the increasing violence encountered by police officers".

1972

Commutation rights are extended to officers retiring with less than 25 years' service.

1974

The six provincial metropolitan police forces are established. The number of separate forces reduced to 43.

29 July 1975

The NWPF secretary attends the funeral of PC David Green of Birmingham, who had been stabbed. "Many expressed the fear that such occasions were becoming all too frequent and that something radical would have to be done if respect for rule of law in our community was to prevail," the Force magazine reports.

25 January 1983

The newly appointed NWPF branch secretary Berwyn Jones, dies suddenly. Berwyn, who had previously been the branch chair, died within two weeks of taking office as secretary.

Summer 1989

Arfon Jones (now the Police and Crime Commissioner) joins the NWPF JBB for the first time.

1990

The Federation's constitution is changed to provide for women to be represented on all committees and branch boards of the Federation.

1984

The Police and Criminal Evidence Act comes into effect and the miners' strike causes unrest.
The Police Complaints Board is replaced by the Police Complaints Authority.

1989

Following the Hillsborough disaster, the Government appoints Lord Justice Taylor to conduct a public inquiry.

1999

The Macpherson Inquiry into the murder of Stephen Lawrence says that the police suffer from "institutional racism".

2010

The coalition Government Comprehensive Spending Review (CSR) includes 20 per cent cuts to policing.

2012

Winsor Part 2 is announced.
Police and Crime Commissioners (PCC's) and College of Policing (CoP) introduced.
More than 30,000 officers march in London over police reform and cuts to budgets and pay,



2002

Jan Berry, a chief inspector in Kent, becomes the first woman to lead the Police Federation, taking over from Fred Boughton.
The Police Reform Act becomes law.
Police Community Support Officers (PCSOs) are introduced.



2011

The Winsor Part 1 review of police pay and conditions is announced.
Lord Hutton's Independent Public Service Pensions Commission Final Report is published.
There are riots in England.



2017

Calum Macleod is elected as national Federation chair.
The Independent Office of Police Conduct (IOPC) replaces the Independent Police Complaints Commission (IPCC).

March 2019

Two cyber-attacks hit the Police Federation, causing major disruption to branches and day to day Federation business.



2018

Elections are held across England and Wales for new workplace representatives and officials as part of a new process.
John Apter, formerly chair of Hampshire Police Federation, is elected as the new national chair of the Federation.
Those who attack police, paramedics, nurses and other blue light workers face tougher sentences as The Assaults on Emergency Workers (Offences) Act comes into law following a campaign led by the Police Federation.

April 2019

The Federation announces it has been forced to cancel the annual national conference due to the fall-out from the cyber-attacks.



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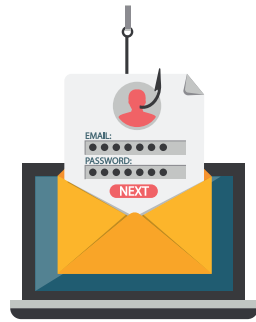
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and ID Theft Protection).

Dental Injury
and Emergency
treatment.



RedArc Plus.



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Criminal Court
Compensation.

On Duty
Assault
Benefit.



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Breakdown Cover.



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



Unsociable Hours benefit.

For details of how to join contact
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'One in five officers has PTSD'

A new survey revealing one in five police officers has Post-Traumatic Stress Disorder (PTSD) should serve as a wake-up call for the Home Office and police leaders, says North Wales Police Federation secretary Mark Jones.

His comments comes after the publication of Policing: The Job and The Life, a survey of 17,000 police officers from 47 forces in the United Kingdom, carried out by Cambridge University from October to December last year with funding from Police Care UK. The results show:

- 21 per cent of police officers who responded reported symptoms consistent with PTSD or the more severe Complex PTSD (CPTSD)
- 73 per cent of those with PTSD or CPTSD will be unaware that they have it
- 66 per cent of those reported a psychological or mental health issue which they felt was a direct result of police work
- 69 per cent of officers feel that trauma is not well managed in their force
- 93 still go to work even when suffering from a work-related psychological issue.

"This study makes alarming reading," says Mark, "However, the Federation has been

warning that officers' mental health is suffering due to the pressures of their unique role in society for many years now. Our 'Cuts have consequences' campaign highlighted not just that communities would suffer due to the Government's cuts to funding but that police officers themselves would also be put under enormous strain as they tried to maintain a high quality service for the public they serve.

"Trying to do more with less, inevitably puts them under strain and yet day after day they turn up to work to help people involved in traumatic incidents, often running towards a dangerous scene while others are running away.

"However, this can really have an impact on their mental health and wellbeing and this survey just shows how badly they are being affected. The Government needs to sit up and take notice, invest in policing and support police officers."

The new survey's findings echo the Police Federation's latest Demand, Capacity and Welfare Survey which also found evidence of widespread, repeated exposure to trauma within the police workforce. Two thirds of Federation members across England and Wales have experienced at least one

traumatic incident in the previous year, and a similar number have been physically attacked on duty in the previous 12 months.

Police officer numbers have been cut by 22,000 nationally since 2010, increasing the stress and pressure on those who remain. Unsurprisingly, 43.9 per cent of officers view their job as very or extremely stressful.

The Federation's national vice-chair, Ché Donald, said: "We have said it repeatedly and now respected academics are saying it – police officers are at breaking point and something must be done right now. If officers are breaking, then how can we expect them to adequately serve and protect the public? We need significant, centrally-funded investment and we need it now. These figures must serve as a wake-up call to the Government to act before it is too late. The Government is letting down its servants of the crown."

The Cambridge University survey found that police officers and staff score significantly lower on World Health Organisation (WHO) wellbeing indices than other sectors. The average sickness absence is 20 days over a year, with 'health problems caused or made worse by work' cited as most frequent reason for calling in sick.

Response driving: law set to change

The Home Office has issued a Written Ministerial Statement announcing plans to change the law to give police drivers better protection from prosecution.

Tim Rogers, the Federation's national response driving lead, has led the campaign for legislative change and has welcomed the Home Office's announcement.

"We are pleased and reassured by this move. For far too long, police officers have faced conduct proceedings and criminal prosecution for simply doing their job; a situation putting them, and their families, through stressful investigations and often taking them away from their roles serving their communities," said Tim, who is also the deputy secretary of West Midlands Police Federation.

"It is clearly absurd that a trained police driver is currently judged by the standards of the careful and competent member of the public in terms of their driving. Members of the public are not asked to respond to emergency and life-threatening situations. You would not expect them to have to use the skills of a professional police driver nor have their driving experience.

"Members of the public would expect police officers to use their skill and training to respond to calls for assistance and this change in the law will enable officers to do that without fear of prosecution for simply doing their jobs.

"We now need the Government to be bold, prioritise this issue, find Parliamentary time and fulfil its promise to police officers and the public."

Tim has also praised the Home Office, the Department of Transport, the Independent Office for Police Conduct (IOPC) and a number of members of the National Police Chiefs' Council for their support.

The Home Office wants to change the law to ensure that highly trained police drivers, pursuing suspected criminals on the roads and driving to the very high standard required by their training, are better protected from the risk of lengthy investigation and potential

prosecution.

Home Secretary Sajid Javid will look to introduce a new legal test aimed at giving them greater confidence to pursue suspects, including those on mopeds.

He said: "It's vital police officers feel confident and protected when pursuing suspects on the roads or responding to an emergency. It's also crucial that we send a clear message that criminals – whether in cars or on mopeds - cannot escape arrest simply by driving recklessly. These proposed changes will strike the right balance – giving trained officers the confidence they need to fight crime effectively and ensure our roads are safe."

Current laws do not recognise police response drivers' training and the tactics they are taught to employ to respond to emergencies and pursue criminals.

Police drivers are instead held to the same standards as members of the public and have to rely on the discretion of the IOPC and the Crown Prosecution Service (CPS) to avoid misconduct investigations and criminal prosecution.

Any changes will make it clear that officers should not be held accountable for the driving of a suspected criminal attempting to avoid arrest, providing the pursuit is justified and proportionate.

The move follows a public consultation which saw the overwhelming majority of respondents back the proposals.

In summary, the changes will aim to:

- Introduce a new legal test so that an officer's driving is compared to that of a competent and careful police driver with the same level of training performing the same role, rather than a member of the public
- Apply to all police officers trained to response driver level as well as advance driver level, therefore cover those pursuing criminals and also emergency police responders.

The Government also wants to review the various emergency service exemptions to traffic law to ensure they remain fit for purpose.



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The five stages of divorce - what to expect when going through a divorce

By Ben Evans, senior associate in family law at Slater and Gordon



Separation

Separating from a spouse is never easy. It's a time of emotional upheaval for both parties and especially disrupting for any children involved. As well as the emotional challenges faced during separation, there are also the challenges surrounding the practicalities of separation, such as residency and finances.

In the first instance, it's in the best interests of everyone involved to ensure that immediate discussions post-separation remain as amicable as possible. The benefit of keeping matters civil cannot be understated. It may be preferable for any discussions to take place in a neutral environment, rather than in the matrimonial home and discussions should never be in the ear shot of children.

Mediation

Going straight to court doesn't have to be the only option after separation, as mediation can help to sort out differences around money, property and children.

Mediation gives both parties the opportunity to sit down and, in their own words, put their side of the story across in a safe and neutral environment.

The mediator can encourage you to think about things from another perspective and to compromise in order to reach a conclusion that everyone is happy with. They will listen and help you

communicate with your ex-partner effectively, and will remain impartial - not taking sides.

Divorce

If you're satisfied that your marriage has irretrievably broken down, divorce proceedings can be made through the Family Court to formally bring the marriage to an end.

There's currently no such thing as a 'no fault divorce' under UK law. There's only one ground for divorce and that's the marriage has 'irretrievably broken down'. This has to be proved by the person who starts the divorce petition, known as the 'petitioner', by establishing one of the following facts:

- 1. Adultery:** The petitioner finds it intolerable to live with the respondent as a result of them committing adultery. Adultery is voluntary sexual intercourse between a man and a woman and therefore this fact cannot be used in same sex marriages or civil partnerships.
- 2. Unreasonable behaviour:** The petitioner cannot live with the respondent as a result of their unreasonable behaviour.
- 3. Desertion:** The respondent has deserted the petitioner for at least two years.
- 4. Two years' separation (with consent):** The respondent accepts divorce proceeding on the basis that the parties have lived separately for two years.
- 5. Five years' separation (no consent required):** Parties have lived apart for a period of five years.

Finances

Often one of the most complex matters for people to deal with is the finances. Whatever the length of the relationship, the basic steps people should take are simple

and following legal guidance cannot only help in maintaining an amicable relationship with your former partner but also keep your legal costs to a minimum.

While obtaining your decree absolute, (the document you receive from court which legally ends your marriage), is the ultimate goal in a divorce, this doesn't deal with the matrimonial finances. There's an entirely separate process that must be followed to ensure no further claims may be made by your former spouse against your finances.

The divorce process is instigated by the presentation of a petition to the court, however, any application for a financial remedy will require a separate application.

Children

The first concerns parents who decide to separate have is the arrangements for the children, with a key issue being how children are told about their parents' separation and how they are best supported through it. Then the question arises of how the children's time will be divided between parents once they have established separate households.

Arrangements for children can be one of the most difficult and emotive issues for separating parents and, as a consequence, the same arrangements are frequently the source of more serious and profound disagreements. It's crucial, when addressing arrangements for the future, to do everything possible to limit the stress and anxiety generated for the benefit of both the adults and children.

If you would like specialist advice from a family lawyer please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.

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