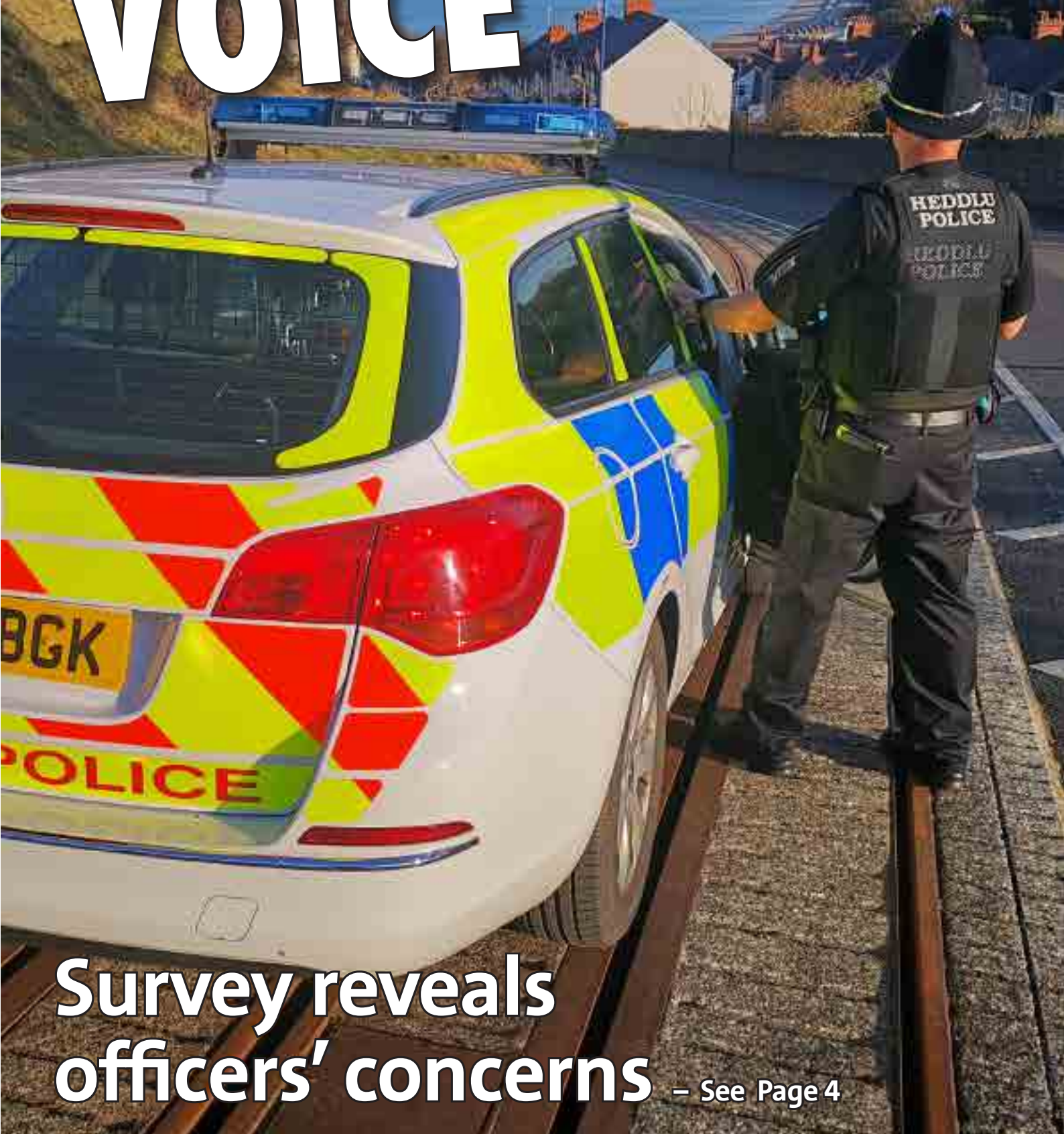


YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



Spring 2019



**Survey reveals
officers' concerns** – See Page 4

Representing • Negotiating • Influencing

Contents

Secretary's foreword	2
Federation sets out details on pay claim	3
Survey reveals members' concerns over demand, capacity and welfare	4
Federation welcomes Taser uplift	5
Interesting ride as shift patterns change	6
Just one extra officer...	6
Firearms: not just a macho, male-only world	7
'You have my 100 per cent support'	8
Conference drives home issues affecting roads policing officers	11
Working for members - an overview of 2018	12
Eight-Point Plan - supporting our officers, staff and volunteers	14
Fancy joining this year's Police Unity Tour?	16
New COPS chair	16
Date set for memorial service	16
Changes to your Group Insurance Scheme	17
Centenary charity concert	19
Federation supporting newest colleagues	19
New arrivals	19
Queen's Nurse leading medical services	20
Wrexham police station set for demolition	21
Spillane & Co Wealth Management Ltd	23

Front cover image taken by PC Lee Parry.

Published by North Wales Police Federation,
Police Federation Office, 311 Abergele Road,
Old Colwyn, Conwy LL29 9YF

Designed and produced by XPR (UK) Ltd
www.xpruk.com

Contact the Federation

E-mail: FedAdmin@nthwales.pnn.police.uk

Tel: 01492 805400

Web: www.nwpolfed.org

Follow us on Facebook and Twitter:



Facebook:

www.facebook.com/NWalesPoliceFed



Twitter:

[@NWalesPoliceFed](https://twitter.com/NWalesPoliceFed)

Every care is taken to ensure that advertisements are only accepted from bona fide advertisers. The Police Federation cannot accept liability incurred by any person as a result of a default on the part of an advertiser. The views expressed within this magazine are not necessarily the views of the North Wales Police Federation.

Secretary's foreword

We still have the best police service in the world



By Mark Jones,
secretary of North
Wales Police
Federation

Welcome to the spring issue of the North Wales Police Federation magazine, 'Your Voice'.

2019 marks the centenary of the Police Federation of England and Wales. 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. It is important to recognise how far the Federation has come, but it also comes as a great opportunity to look to the future and imagine what the next 100 years could bring.

The landscape of policing is constantly changing and the advent of new technology is not only expanding the capabilities of the police service, but also aiding criminals and increasing the types of crime the service is expected to deal with. Throughout all this, a constant thread is the Police Federation, fighting for its members, campaigning for the right legislation and equipment to make the job easier and safer for them.

Looking closer to home, I am very pleased to report on some successes and developments that will undoubtedly improve conditions for our members.

Back in November last year, we were

proud to jointly launch the 'Eight-Point Plan on Police Assaults' with the Chief Constable and Police and Crime Commissioner (PCC). All three of us signed a pledge to say that assaults (physical or verbal) and hate crimes against our officers, staff and volunteers will never be tolerated. It reiterates in the strongest possible terms that being assaulted or abused in any way is not part of the job.

A strong communications message was formulated to ensure that all line managers and supervisors were aware of their responsibilities. The plan (see Pages 14 and 15) should not just be given lip service and we plan to conduct a survey in the very near future with officers who have been assaulted to understand whether the plan is being adhered to. If managers are not rigidly keeping to the plan then it diminishes its credibility.

A major concern for us in the Police Federation is the apparent lack of robust sentencing of those who commit assaults on our members. The new Assaults on Emergency Workers (Offences) Act introduced last year was brought in with much pomp and celebration. There was also a real hope and expectation that we would be seeing stiff prison sentences.

Sadly, we are not seeing this and there is a feeling of being let down by the judiciary. This is not a battle we are going to let lie and we will continue to raise our concerns through the appropriate channels. The message needs to be crystal clear; if you assault or attack an emergency worker, then



TASER IS AN EXTREMELY EFFECTIVE MEANS OF DEALING WITH THE MANY DANGEROUS SITUATIONS THAT OFFICERS OFTEN FACE ON THE STREETS AND IS A LESS LETHAL OPTION THAN MORE CONVENTIONAL FIREARMS.

expect to serve time at Her Majesty's pleasure.

Part of the 'Protect the Protectors' work is to campaign for better equipment for police officers. The Police Federation has long held the position that Taser should be afforded to all front-line officers should they wish to be equipped with it.

Taser is an extremely effective means of dealing with the many dangerous situations that officers often face on the streets and is a less lethal option than more conventional firearms. In 80 per cent of cases where Taser is drawn, it is not fired as the deterrent is enough, which helps protect communities as well as protecting officers from assaults.

We very much welcomed the announcement from North Wales Police that an extra 100 front-line officers will be trained and equipped with Taser (see Page 5). This will take the number of trained Taser officers up from 300 to 400. We accept that this has come at a significant cost and we thank the Chief Constable for agreeing to the wider roll-out and the PCC for the £136,000 funding.

Part of this will also include the purchase of an extra 200 of the new X2 Taser devices to replace the ageing stock of X26 devices. This decision is certainly a step in the right direction to better protect our members and the aim is to continue the negotiation and conversation with the Force to get to the position where all front-line officers have the option to carry Taser.

On behalf of the North Wales Police Federation, I want to congratulate Richard Debicki on being appointed as the Force's new Deputy Chief Constable. For us in the Federation, the DCC is an important role as they are the 'Designated Appropriate Authority' in conduct matters. To go hand-in-hand with the new conduct regulations, where there is a drive to move away from the old blame and punishment culture to a new learning and development, we will be in detailed conversation with the DCC and the Professional Standards Department to ensure that the Force is embracing this new ethos for the benefit of our members.

Finally, since starting in this role in September last year, it has certainly been an eye-opener for me! It has been a very steep learning curve but what has made a big impression on me is when I see and read the daily acts of heroism, outstanding police work, bravery and dedication by North Wales Police Federation members.

It only goes to reinforce, that despite the continued pressures, criticism and adversaries, we still have the best police service in the world and an extraordinary group of people who do exceptional acts every single day.

Federation sets out details on pay claim

The Police Federation is seeking a three-year pay deal for officers with a five per cent uplift in each year.

This, it says, will bring police pay back to 'fair levels'.

However, if the three-year deal is not considered possible, the Federation has put forward a claim for a 6.2 per cent rise this year with an increase coming into effect from 1 September.

Details of the pay claim are part of a joint submission to the Police Remuneration Review Body (PRRB) with the Superintendents' Association. The submission has eight recommendations: **Recommendation 1:** The PRRB require the NPCC to set out a full and proper project plan for pay reform, including a workable level of detail, within a set period.

Recommendation 2: The PRRB insist that the Home Office, NPCC, and staff associations determine which elements of the pay reform should be prioritised, as the NPCC have not actioned this since last year.

Recommendation 3: In the interests of openness and transparency, and achieving appropriate expenditure from the public purse, a full cost benefit analysis of the existing Assessment and Recognition of Competence (ARC) process is undertaken.

Only if it can be proved to be worth the overlay in terms of cost and time, should the NPCC proceed with plans for a Higher Skills assessment point linked to pay.

Further, consultation regarding any payment associated with the Higher Skills assessment must be undertaken at the Police Consultative Forum (PCF), and a full Equality Impact Assessment undertaken before such assessment is linked to pay.

Recommendation 4: Regarding the targeted bonus payments introduced last year, while the bonus payments should continue for now, there must be an opportunity to review: the circumstances under which they are paid; the impact on equal pay; and the guidance around their use, perhaps by incorporating more standard criteria.

Recommendation 5: A review is undertaken including both the London and SE Allowances, but that in the meantime the



discretionary element is removed from the SE Allowances; all SE Allowances are set at the upper limit permissible (currently £3,000); and that both the London and SE Allowances are uprated in line with inflation.

Recommendation 6: We recommend an across the board pay uplift for the next three years. We seek a deal of five per cent in Year 1, followed by five per cent in each of Years 2 and 3. This would enable the NPCC to demonstrate a commitment to move towards the overall rectification of the gap between current pay level and just pay levels. Should a three-year settlement not be considered possible, then we seek a one-year deal of 6.2 per cent.

Recommendation 7: The PRRB should reject completely the NPCC proposal regarding Police Constable Degree Apprenticeship (PCDA) and Degree Holder Entry Programme (DHEP) progression pay. DHEP progression pay is not within the remit letter. In the meantime, we believe those on the PCDA scheme should progress along the existing constable pay scale, in the way that all other entrants do.

Recommendation 8: Regarding on call, in the absence of a full review of the allowance usage and amount, as sought by Winsor, the PRRB, and the staff associations, officers should be paid the same rate as police staff members: £29.17 per day. Further, we believe this should be paid to all ranks.

The next stage of the process was oral evidence sessions, which were scheduled for 27 February – 6 March.

The full submission to PRRB can be read at polfed.org – go to the news section and links are available in the article about the pay deal submission.

Survey reveals members' concerns over demand, capacity and welfare

More than four out of every five members of North Wales Police Federation who responded to a nationwide survey believe there are not enough police officers to do the job properly.

That was a key finding of the national Federation's new Officer Demand, Capacity and Welfare Survey, published in February.

A total of 81 per cent of the respondents said that North Wales Police did not have enough police to do the job properly.

The survey also found that 85 per cent of the respondents were often or always crewed alone. And this is adding to the strains on officers' mental health, the survey suggests.

It found that 81 per cent of members had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the last 12 months, while 36 per cent said their job was very or extremely stressful.

Mark Jones, secretary of the North Wales Federation, said the figures underlined just how under-resourced the Force is following Government cuts.

He said: "Policing can be a stressful job, working long and unsociable hours to protect the public and dealing with unpredictable situations. And that is not being helped by being an under-funded, under-resourced and over-stretched force, which is clearly adding to the stress and the anxiety levels of our members.

"Years of cuts have left policing stretched and our members are now saying their wellbeing is being affected.

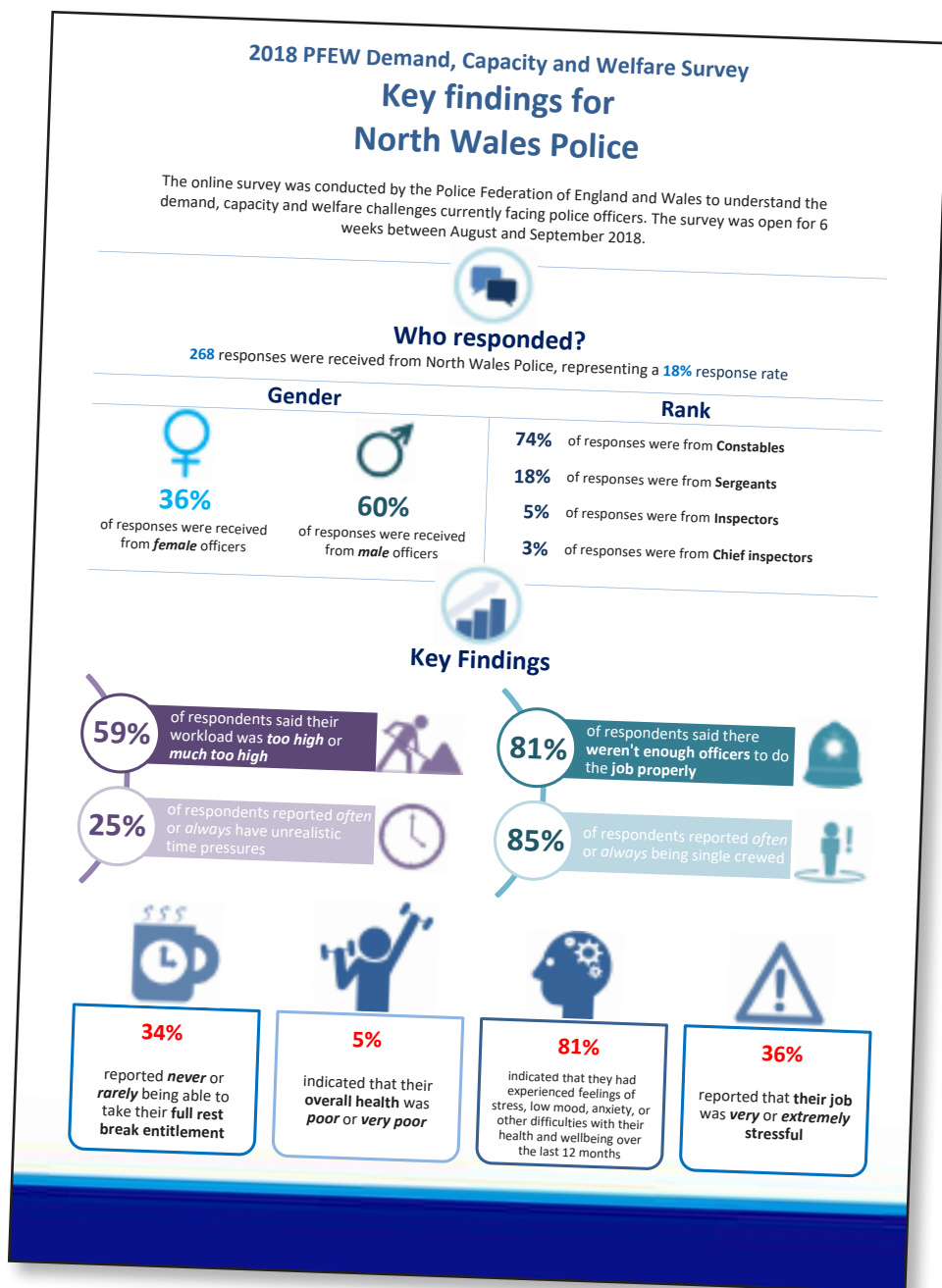
"It is time the Government properly funded and properly resourced our police service for the good of our communities, and for the good of the dedicated people who serve them."

The survey, which is the only national policing survey of its kind, undertaken by the Police Federation of England and Wales, saw more than 18,000 officers from the rank of constable to chief inspector give their views on the demand currently experienced by the service and how this has affected them. This is the second time this survey has been conducted, the first being in 2016.

A total of 59 per cent of North Wales Police respondents said their workload was too high or much too high. And 25 per cent reported often or always having unrealistic time pressures.

Nationally, the results show:

- **Almost 90 per cent of officers say there are not enough of them to manage the demands faced by their team or unit**



- **Almost every police officer has been exposed to at least one traumatic experience in their career, with 61.7 per cent saying they had experienced at least one of these types of incident in the last 12 months.**

National Federation vice-chair Ché Donald said: "The police service's most valuable resource is its people and these results should be a huge red flag to the Government, chief constables and the public.

"Officers are stressed, exhausted and consistently exposed to things people

should never have to see – and these results show just how much it is taking its toll."

He added: "I compel the Home Secretary who claims he gets policing to read this report and act on it and when he is finished reading it, share it with the Treasury. We need more money, more resources and more officers, so this public safety emergency can be addressed, and the pressure on officers eased before it is too late. The once revered British model of policing is currently on its knees and facing extinction, we need to act now to save it."



Federation welcomes Taser uplift

The Federation has welcomed the Force's decision to buy more Taser devices and train an extra 100 officers to use them.

The move means that 400 of the Force's 1,450 officers will regularly carry, or have ready access to, Taser.

"The decision by the Chief Constable and the PCC to further increase the number of Taser trained officers in North Wales is very much welcomed by the Police Federation. We tirelessly campaign to make sure our members are given all the protection they need to do their jobs. The police force expects officers to get involved in dangerous situations every single day to protect the public therefore it is only right and proper that officers are given the tools for the job," said Mark Jones, secretary of North Wales Police Federation.

"The Police Federation believes that every police officer who wishes to be equipped with a Taser should be afforded that opportunity. While I completely understand the financial constraints for the Force, this significant investment will go a long way to achieving our position where officers are better equipped and better protected."

North Wales Police and Crime Commissioner Arfon Jones has approved funding of £136,000 which will be spent on the training and an extra 200 of the new X2 Taser devices.

He explained: "Police officers need the tools to keep themselves and the public safe. We are pleased that we will soon be able to offer the public, as well as the

officers, more protection from violent individuals who seek to cause them harm by increasing our Taser capability through the roll-out of these additional 100 officers.

"I will continue to monitor Taser use by North Wales Police, with particular emphasis on the results of this increased availability, to ensure that any and every use of Taser is justifiable, proportionate, lawful and necessary."

Chief Constable Carl Foulkes has explained the benefits of officers having Taser available to them.

Mr Foulkes said: "It is often the case that just having a Taser officer present can diffuse a threatening situation without them actually having to use it or get involved in a physical confrontation. The use

of Taser means my officers will be better equipped to protect the public and themselves whilst also removing pressure from our firearms officers and ensuring we can respond more quickly and effectively with the appropriate resources.

"We have been in close consultation with the Police and Crime Commissioner and the North Wales Police Federation and have received unilateral support from both for the decision to better protect the public and our front-line staff.

"We will now begin the selection process for 100 uniformed officers to be trained to carry Taser. Following their training, they will be deployed to various departments across the region, helping to keep their colleagues and the public safe."

“ IT IS OFTEN THE CASE THAT JUST HAVING A TASER OFFICER PRESENT CAN DIFFUSE A THREATENING SITUATION WITHOUT THEM ACTUALLY HAVING TO USE IT OR GET INVOLVED IN A PHYSICAL CONFRONTATION. THE USE OF TASER MEANS MY OFFICERS WILL BE BETTER EQUIPPED TO PROTECT THE PUBLIC AND THEMSELVES WHILST ALSO REMOVING PRESSURE FROM OUR FIREARMS OFFICERS AND ENSURING WE CAN RESPOND MORE QUICKLY AND EFFECTIVELY WITH THE APPROPRIATE RESOURCES.

Interesting ride ahead as shift patterns change

By PC Jonathan Ashton, North Wales Police Federation representative



None of us like change and the impending new shift pattern due to start at the beginning of June has caused a great deal of healthy debate among officers here in Flintshire South and across the Force.

The Operational Improvement Programme team has visited areas and teams throughout the organisation, gauging views and finalising the report which has now been signed off for implementation by the Chief Constable. I believe the general consensus was a 70/30 per cent split in favour of the new shifts. This was not a poll scrutinised by YouGov and, of course, is open to interpretation. I am in the 30 per cent minority.

The thought of working potentially two 12-hour night shifts every run of shifts fills me with trepidation and will play havoc with my beauty sleep. I am one of the over 50 brigade and struggle immensely on night shifts at the best of times. The pattern has been presented as four days off after the run, however, if you scrutinise it, you find you always finish on nights into the

first rest day and the earliest rostered finish will be 4am. For the majority of the pattern, you will start back on days which will impact the evening before. Horses for courses, of course.

However, there is no doubt that many will look forward to the new shifts and it might well be that in six months' time I will be singing their praises, only time will tell on that one.

Personally, I think it will suit the younger officers who have no children, those with young families and who have caring responsibilities will no doubt find it difficult. However, the old school hierarchy say we are a resilient bunch, in a disciplined organisation and will have to learn to adjust and cope. One may say that this is an old-fashioned, draconian approach and nowadays officers' wellbeing has to be a priority for the organisation. The response officers are the bedrock of policing and should be cherished by the Force.

As an organisation, I feel we have improved in respect of welfare and wellbeing but still have work to do. We really need to monitor the impact over the summer months of the shift pattern and, if need be, make appropriate changes if necessary.

I'm hoping that there is a Plan B if it all goes pear-shaped, sounds like the current



Brexit plan!

The plan to implement over the summer months is a brave one with massive pressure on duties managing annual leave, absences and sickness, best of luck on that one. Band C is a controversial measure as I am of the opinion this will impact on the minimum staffing levels during the day before bands B and C start duty later in the day.

It's going to be an interesting ride folks and I might form the opinion that it's the best idea since sliced bread, only time will tell. Stay safe everyone, your hard work is much appreciated.

If you would like to know more visit the OIP SharePoint site on Forcebook.

Just one extra officer...

There was one extra officer added to the total number of officers serving the North Wales Force area in the year to September 2018, latest figures released by the Home Office reveal.

The Police Workforce Statistics show that in the 12-month period from September 2017 the Force saw the total number of serving officers increase from 1,487 to 1,488.

However, in the six months to September 2018, the number of officers had fallen by two from 1,490.

North Wales Police Federation secretary Mark Jones said: "These Home Office figures show that we are not making any progress in terms of getting more officers back on our streets to help the fight against crime.

"In some ways, we should perhaps be grateful that our numbers are not continuing the rapid decline that other forces have seen over the last few years.

"But we need the Government to go a lot further and to start investing money back into policing so that we can provide our communities with the standard of service they require and deserve."

Across Wales – which also includes the Dyfed Powys, Gwent, and South Wales forces – officer numbers rose by 253, or 3.8 per cent from 6,690 to 6,943 in the 12 months to September 2018.

And across the whole of England and Wales in the same period, there was an increase of 0.4 per cent.

Commenting on the statistics, John Apter, national Federation chair, said: "This isn't a cause for celebration. This is a minuscule increase and this report does not include data about those leaving the service and does not undo the damage caused by the reduction of the thousands of officers we have lost over the last eight years.

"I would be interested to see if this minute upwards trend continues; I suspect it is merely a blip and in any case it is not enough to compete with the increasing rate of violent crime. Tackling this level of violence needs an immediate re-think and we sincerely want to work with Government to help turn this around."

Firearms: not just a macho, male-only world

By Tony Edwards,
Alliance Armed
Policing Federation
representative



The efforts of the North Wales/Cheshire Armed Alliance to promote diversity within the workplace in relation to women officers within firearms were discussed at an event at Leigh Sports Village.

Held on 10 January, the event was opened shortly after midday by Assistant Chief Constable Annette Anderson of GMP who is the North West Titan Collaboration Lead. Superintendent Martin Cleworth then outlined the national and regional picture showing ARV numbers across the region and their training requirements. He went on to discuss Force age profiles, gender breakdown and the armed policing gender balance.

Inspector Mick Jones and PS Hayley Royall from the Alliance Armed Policing Unit gave an interesting presentation harking back to the early days of the firearms officer who, as little as 10 years ago, was predominantly male. They aimed to dispel the myth that all firearms officers are militaristic, milk-shake drinking, sunglasses wearing males with bulging biceps and tight tops.

In 2012, pre-alliance, North Wales Police had 54 Authorised Firearms Officers (AFOs), just two of whom were females, while Cheshire had 79 AFOs (three females). This equated to less than five per cent representation by female officers.

The then Cheshire Constabulary firearms training manager, Gareth Wrigley, set out to conduct a perception survey aimed specifically at female officers in the Force to help understand the barriers and blockers to female officers considering armed policing as a desirable career path.

The results showed:

- 30 to 40 per cent perceived 'macho' culture of firearms units
- 50 per cent felt there was no – or limited - career progression
- Concerns around Post-Incident Procedures (PIP) and support in the event of a shooting, and
- A lack of knowledge around the skills and equipment required to be successful in the role.

Solutions were sought and, following the amalgamation of the two forces in 2013 forming what is now known as the Alliance Armed Policing Unit, a variety of proactive measures were put in place to include female AFO recruitment awareness sessions, student officer firearms awareness sessions in North Wales and Cheshire, two Alliance families days in 2017, an Alliance twitter account, a review of kit and equipment and the development of female ambassadors.

A number of female AFO recruitment awareness sessions have been held since 2013 and have covered concerns and expectations, myth-busting, a kit and equipment show and tell and shooting appreciation. They have included female only focus groups and have been supported by the Women's Association and the National Police Chiefs' Council.

Also in 2013, the Alliance shift pattern was changed to what basically amounts to a four on, four off, 11-hour shift pattern, two day shifts followed by two night shifts with six additional days built into the 32-week pattern which are normally used for extra training. There are also four training days per quarter.

Selection for an initial firearms course consists of a two-day process comprising:

- **Job-Related Fitness Test - 9.4 @ Winsford gym at Cheshire Constabulary headquarters**
- **Knowledge check - general policing skills**
- **Strip and assemble G36 carbine lesson**
- **Shooting input**
- **Individual scenarios.**

If successful, this is followed by a 12-week initial firearms course:

- **Run 'in-house' at Winsford and Rhewl**
- **Taser, handgun, carbine and launcher shooting (four weeks)**
- **Building and vehicle tactics**
- **Prisoner handling, MOE**
- **Enhanced first aid**
- **Urban and open area search**
- **Qualification shoots**
- **Summative assessments.**

All ARV officers undertake annual re-accreditation and refresher training in all national firearms curriculum modules for the ARV role. Qualification shoots with a pass mark of 80 per cent are tested every six months.

There are also further opportunities within the firearms world - rifle officer, close protection officer, operational firearms

commander, national firearms instructor and tactical adviser.

Following a review of kit and equipment, not all officers need to be either shotgunners nor MOE trained. We have, however, recently introduced a new piece of MOE equipment called a Strongarm which is battery-powered and designed for ease of use by all irrespective of what gender or type of build you are.

The proof has been in the pudding as they say with the Alliance now showing a total of 102 AFOs, 15 of which are female showing an increase from five per cent in 2012 to 16 per cent today representing all specialist roles including sergeant within the unit.



Following this presentation, two of our female ambassadors - PS Hayley Royall OFC/CPO and PC Natasha Doran Jones OFC - have given a talk on their respective and personal experiences within the firearms world. Part of this talk touched on the fitness test for ARV officers currently a bleep test to level 9.4 and asked if this is in fact fit for purpose or should the level be reduced taking into account for females and an older workforce.

Interestingly, a representative from the College of Policing spoke up stating the college recognised the current test is not fit for purpose and it is being reviewed nationally so could well be changed in the future.

So to sum up... firearms is not a macho, male only world! The Alliance has done an awful lot of work which has hopefully quashed most of the pre-conceptions. It is in fact a highly diverse unit and open to all wishing to further their careers with opportunities galore within the department.

Future female awareness days are planned for the spring, keep checking the Intranet. Why not come along for a warm welcome and see for yourselves what we are all about?

'You have my 100 per cent support'



Federation secretary Mark Jones with the PCC, Arfon Jones.

Mark Jones, branch secretary of North Wales Police Federation, took the opportunity to quiz the Police and Crime Commissioner (PCC) for North Wales, Arfon Jones, on a whole host of issues. Mr Jones became the second elected PCC for North Wales back in 2016.

MJ: *Do PCCs have a 'job description' and if so, what is it?*

PCC: The job description is laid down in legislation. It's quite straightforward; you can appoint a Chief Constable, you can get rid of a Chief Constable, you can set a budget, you set police and crime priorities, you publish a plan which you constantly review and then you hold the force to account to deliver on those priorities. Most PCCs stand on behalf of a political party; we do have values, aspirations and most of us are very similar in our values to be honest, irrespective of which political party we support. Our values do drive our priorities but we do consult widely, not just with the public but also with professionals, including the Federation, to set our priorities. In North Wales we base our priorities around

reducing 'threat, risk and harm' and recognising that we can't do everything.

MJ: *PCCs have been in existence since 2012. Do you see the role as a success and here for the long-term?*

PCC: There's mixed views. There's been a few examples of conflict between PCCs and chief constables. There's been a case where a chief constable has been dismissed and others where the chief has left because of a breakdown of relationship. I don't recognise that here, obviously, being an ex-police officer, I have a pretty good understanding of how policing works.

I recognise the policing protocol whereby I know where my role starts and stops and where the Chief Constable's role starts. I don't interfere, I will tend to influence. If I'm in a position to influence and I feel very strongly on something, I will. One example of that is around the football in Wrexham; the way we police football matches, and another is where North Wales Police (NWP) were sending officers to be glorified security guards for 'Cuadrilla' [shale gas firm] which was fracking in Lancashire and I sought to influence the decision-making around that.

MJ: *What benefits do you see for having PCCs as opposed to the previous police authorities?*

PCC: As Harry Truman once said: "There's a plaque on the front of your desk that says 'the buck stops here'". With the police authorities, there was a 'buck stops' before 17 Police

Authority members obviously setting the budgets, the priorities and all the strategies they had to do; it took an awful long time. Although we don't rush things, and we had three meetings before we agreed the budget, I think some senior members of the Force had to come in between Christmas and New Year to introduce a third option as I was not happy with what was being proposed before me. I make no apology for making them work between Christmas and New Year! So really, it's the speed of decision-making. It's not based on politics, it's based on reality really because we know what the threat, risk and harm are and we need to make sure we put the money in there. We've got to take account of what the HMICFRS (Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services) says. We've had a 'requires improvement' rating on the grounds of efficiency which says we need more detectives. We don't have the resilience in detectives and that is exactly what we are going to address with this budget.

MJ: *How would you describe your time as North Wales PCC so far?*

PCC: Although I had 30 years in 'the job', it was at a more middle-ranking level than what I operate at now. The difference from being a PACE and ops inspector going upwards was a steep learning curve but it is definitely worth having that previous experience. Core policing doesn't change although the demands change. I didn't know anything about modern day slavery, I didn't know anything about cyber-crime and I didn't know the extent of online fraud so that has been good to learn.

In the 11 years since I retired there has been a massive amount of change and the way we do the job has changed too. I think that we, as a service, are too cautious and risk-averse and overly sensitive sometimes to criticism and we put far too many barriers in place for front-line officers to do their job plus crime data integrity winds me up immensely. I think about what we could do with all those staff members if HMICFRS was not obsessed with burdening us with chores that add no value to the service we provide. The public would be shocked if they understood the bureaucratic hoops officers have to jump through to record crimes.

MJ: *What would you say are your greatest achievements since being elected as a PCC?*

PCC: Body-worn videos; I think they have brought great benefit for getting evidence at the time and protecting an officer against malicious complaints. That's been a great investment and will continue for all front-line officers, for all PCSOs and for all Special Constables. I believe they should be personal issue as and when we can afford to do it.

I'm also very proud of setting up one of the first 'modern day slavery' units in the country. The results we have been having as a consequence of focusing on modern day slavery have been brilliant and we've been

safeguarding lots of vulnerable people.

Next, domestic abuse work; we are heading in the right direction. We are the top force when it comes to issuing Domestic Violence Protection Notices. A 32 per cent decrease in repeat offending speaks for itself. The achievements around serious and organised crime are fantastic around the Force. For most similar forces, I am confident we are ahead of the game in the way we police.

MJ: *In your opinion, how do you feel North Wales Police is performing and what areas do you believe need improving?*

PCC: I've got a different view on performance, I'm more interested in qualitative outcomes rather than quantitative outcomes. I can't be doing with bean-counting, I'm more interested in seeing how many people have been safeguarded. I'll give you an example. Operation Lenten, investigating child sexual abuse, we didn't get a conviction, the offenders were found 'not guilty'. People tend to see that as a failure but I don't because, even though we didn't convict any offenders, we did safeguard victims. I think we need to change our focus and culture; it's always nice to catch the bad guys but sometimes it's not the whole story. Protecting victims and survivors is equally as important but if we can do both then all the better.

I don't get hung up on HMICFRS reports. I get a feel for how we are doing through the Strategic Executive Board and that's the way I do business. I know the Home Office and HMICFRS grade forces but it's all about ticking boxes for them. Also, I think there is a massive conflict between HMICFRS setting one standard for all police forces when there are 42 separate police and crime plans. How can you compare forces against each other when all their priorities are different? I just think the way HMICFRS conducts its business is an absolute nonsense and we should be revisiting it and reducing the bureaucracy and demand on all officers. We have force management statements; they should have reduced the number of inspections we have but it doesn't seem to be the case, all they keep doing is adding and adding and adding barriers to staff trying to provide a service. Soon we will have more people counting than we have doing; it's a culture that must be reversed.

MJ: *In your position as PCC, what can you do to improve the working conditions for our members?*

PCC: The first thing I did when I was elected was introduce the body-worn cameras which I think have been very popular with officers in protecting against malicious complaints. I have increased the number of officers who have been trained in Taser and I am also replacing the old stock of Tasers with newer, better devices. Police officers shouldn't have to put up with being assaulted. The law does protect them, they are allowed to protect

themselves. But I think officers are wary of using force. It goes back to the cautious, risk-averse culture that has permeated the service in recent years, and we need national leadership to change things. I'm very impressed by the chair of the Police Federation, John Apter, who does just that.

I am also keen to remove the barriers to the front-line doing their job and one example which I'm actually trying to influence is 'use of force'. There are thousands of 'use of force' recorded each year for 'consensual' use of handcuffs. In my opinion, that is not force and we should follow the lead of Merseyside and West Midlands and cease recording stuff that isn't force. We need to remove unnecessary barriers that cause frustrations to staff trying to deliver a service; we also need to trust our staff to get on with doing the job, supervision and management should be all about encouraging not discouraging.

MJ: *You were once a member of the North Wales Police Federation Joint Branch Board. What was your most memorable time as a Fed rep and in your role today and how do you value the importance of the Federation today?*

PCC: I had many years as a Fed rep serving on the Executive of both the Sergeants' and Inspectors' Branch Boards. We used to find meetings with the late Chief Constable, David Owen, pretty daunting. He was a really tough old school bobby to negotiate with. We also had some great fun especially with the late John Tecwyn Owen (former Deputy Chief Constable of NWP) who was a gentleman but pretty down to earth and pragmatic. I think the relationship we had with them was tough. Everything was an uphill battle, everything we fought for would get kicked back and the relationship between Federation secretaries and chief officers varied.

When I first came on there was hardly any relationship, however, it improved over the years. It's great to see how good it is now and how much each side respects each other. That was definitely not the case in the past. I value my relationship with the Federation both locally and nationally and I wish the Federation had more influence nationally with the Association of Police and Crime Commissioners where the only views heard are from the Chiefs' Council, HMICFRS, IOPC (Independent Office for Police Conduct), College of Policing and the Home Office. I feel the voice of front-line officers are not heard. We must together seek to change that.

MJ: *What are the biggest challenges you foresee to policing over the next five to 10 years?*

PCC: Sustainable funding really and how we can reduce the demand because if we don't get proper growth then we are going to have to stop doing certain things and we are heading in that direction. The diversionary scheme on drugs is one such example. My

policy is why are we using police officers to prosecute people who, in the main, don't cause any harm to others? The police service should be there to punish those people who cause harm to others and not deal with minor possession of cannabis on the streets at the weekend. What harm do those people do? There are far more harmful things going on in the world that we need to focus on and we are struggling to get the time and resources to deal with them. We need to stop doing things; health service are doing their bit around mental health with various projects in the three hospitals making a difference. You can see that having Mark Polin (former Chief Constable of NWP) as the chair of the Health Board has already made a difference in terms of reducing demands on the policing service. Other agencies definitely need to step up to the mark and do what they are supposed to do.

The other big issue is what the impact of Brexit is going to have on policing. I think it is going to be a big impact. It's not just about Holyhead but there's all sorts of weird and wonderful things going on out there and I suspect there will be some protests and violence unless we get a grip of it. I know the Force is spending a lot of time in preparing for Brexit and that doesn't come cheap. That is money which I think is unnecessary and could be spent on safeguarding vulnerable people.

MJ: *Finally, what is the key message you want to send to our Police Federation members?*

PCC: As far as I'm concerned, they have my 100 per cent support and whatever they need to protect themselves then I will support and I do that constantly on the Local Criminal Justice Board. 'Assault Police' is a standing item on the agenda, we have a Federation representative on the board and we will be holding the courts, Crown Prosecution Service, Probation Service and whoever to account to make sure that assaults on police are dealt with properly through the courts.

The other key message for me is when Professional Standards Department (PSD) does investigate an officer, scrutiny processes are in place so that I can be satisfied that an investigation and any resulting sanction is proportionate, which is a matter I have challenged chief officers about in the past. I have expressed concern about the high level of suspensions compared to a force like Merseyside and I know the Chief Constable shares that view, I would welcome a review of how we deal with officers under investigation.

The area of police complaints regulations are due to undergo significant change in the near future and I hope the changes bring much needed clarity for all concerned. My office and I are in regular contact with PSD and the Appropriate Authority to ensure this is the case. A peer review has recently been carried out of PSD and I am reassured by the findings of that review which confirmed it is a very efficient department.



Helping the Police Family financially



Celebrating another successful year!

- We share our profits with members every year. In December 2018, we paid a dividend of 1.5% on member's savings.
- You can save between £5 and £1,000 per month directly from your North Wales Police payroll.
- You have easy access to your savings. You can request withdrawals and manage your account online.

Visit www.no1copperpot.com to become a member today

YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE.

Your savings are protected by the Financial Services Compensation Scheme up to £85,000. You can hold a maximum of £40,000 with us across all saving accounts. All loans and mortgages are subject to affordability and our lending criteria.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.



Conference drives home issues affecting roads policing officers

By Leigh McCann,
North Wales Police
Federation
representative and
conference delegate



The Federation's national Roads Policing

Conference was an extremely helpful event and there is so much for the Force to learn from – particularly around Post-Incident Procedures (PIP) and Post-Incident Management (PIM).

Staffordshire Police made a very good presentation about PIP and PIM, which was a big learning point. It gave a good example of PIP and PIM being implemented when a pursuit resulted in multiple serious injuries.

As a police driver, I had no awareness of such procedures before attending the conference. I have raised it with our senior management to ensure awareness of the procedures is shared within road policing in case officers find themselves in a situation where a pursuit results in serious injuries, or worse.

I would encourage colleagues and Force reps to familiarise themselves with the process. I have spoken to several road policing unit sergeants who are aware of the process and can explain it to you. It is there to protect you as a police officer.

Another message to bring back from the conference is around the lack of protection for police drivers. One of the biggest campaigns I hoped to receive an update on was the one aiming to change legislation to ensure officers who engage in pursuit and response drives are afforded better legal protection.

We were reassured a lot is going on behind the scenes with the Government and that it is committed to act by the end of 2019.

But, with Brexit, it is unclear if this will be the case as there is still no timeline of when it is likely to act. In the meantime, it remains that the Government's inaction will continue to leave officers vulnerable.

There was a presentation by barrister

Mark Aldred, of QEB Hollis Whiteman. And he sent out the message that until there is a change in legislation, there is no protection for police drivers.

Despite police driver training, support from commanders, CPS guidelines, it means nothing.

His presentation highlighted that these investigations can result in a long and traumatic legal process, with the officer's life on hold and their liberty in the balance.

We also received a presentation from officers who had been investigated by the Independent Office of Police Conduct (IOPC). It took three years to conclude, after which they were found not responsible for the death of a moped rider.

Hearing first-hand about the massive effects this had on their lives, both professionally and personally, was very powerful.

We understand the IOPC has to conduct an investigation, but why does it take so long? This is destroying the lives of officers faced with an IOPC investigation. Unfortunately, no-one from the IOPC attended the conference so we couldn't get our questions answered.

Another highlight was the exhibition hall. There were many companies promoting new equipment for road policing.

I watched a demo of the new Alcolock Saf'ir Evolution Evidential Breathalyser. This device can be carried easily in the police car and allows preliminary and evidential specimens to be recorded. The device is significantly cheaper than the current Lyon devices but still awaits type approval.

The Department for Transport announced at the conference that it is investing £350,000 in seeking type approval for such devices, and hopefully that will be in place by the end of 2019.

Colleagues I attended with were looking at equipment and in the coming year the Force is looking to trial or purchase kit including lantern devices to help with identifying suspects or people involved in fatal collisions and flashing lights to use alongside cones during fend off on fast roads and to protect scenes.

The department will be looking to purchase Keela Munro waterproof hi-viz jackets and also a hi-viz load vest that is Level 3 compliant. It appears Level 3 compliance is a national issue, and I am informed North Wales is the lead force in introducing this safety measure to road policing officers policing fast roads.

And hopefully by the end of 2019, the Drager devices will be replaced and the new evidential roadside breath test machine will be type-approved by the Department for Transport.

I took from the conference that North Wales is ahead of other forces in a number of areas.

We had two sessions from Frances Senior, of West Yorkshire CIU, and it was clear that our collision investigation unit was more advanced with technology than a lot of forces.

And many forces still don't use Drug Swipe Kits. Considering how long North Wales has been using such devices, I was surprised to hear how some forces have not invested in such technology.

An area we can look at is Crash7 Mobile Collision Reporting, which has been trialled by several police forces and replaces the T.377/T377A Collision Report and stats processes.

Taking a photograph at the scene for example, auto-populates all relevant details for that location. As the form is electronically completed, it auto-populates the stats when submitted. It streamlines collision reporting and massively reduces the time and workload of officers routinely dealing with collisions. It also saves money by not having to print, scan and post the booklets.

We are also behind in terms of in-car technology, particularly video recording equipment and video quality.

The awards evening was also a highlight. It was great to see the nominations for the Outstanding Contribution to Roads Policing.

One officer had made 272 drug drive arrests in 2018, which was really impressive. The winner of the award was Inspector Simon Hills of Thames Valley for Operation Tutelage, which targeted uninsured drivers.

Working for members – an overview of 2018

2018 was a busy year for North Wales Police Federation, representing, influencing and negotiating on behalf of members from those who are new in service right through to those who are retiring.

We've seen many changes in 2018, including a change in branch secretary with Mark Jones taking over from Rich Eccles, who retired after 17 years in post.

New recruits

We spoke to six new intakes in 2018, advising new officers what the Federation does for its members, highlighting the special nature of student officers and Regulation 13, raising awareness of the benefits of the Group Insurance Scheme, and providing details of the facilities and support available at the Police Treatment Centres.

Working with the Force

The Force, including its most senior management, continues to recognise the importance of having the Federation involved and consulted on major policy and procedural changes. This ensures that decisions taken by the organisation are subject to intense scrutiny to safeguard officers' wellbeing and welfare.

Last year, the Federation attended meetings both at a national and Force

strategic level. These included, and this is not an exhaustive list, promotions appeals; Ethics, Leadership and Culture; wellbeing; screening panels; Force Executive Board; financial savings; misconduct; grievance; Welsh; Tactical Citizens in Policing; PSD; employment tribunals; funerals; Member Services; Redeployment and Recruitments Board.

More so than ever, it's vital that your voice is represented to the organisation. We've been involved in - to varying degrees - the major Force review, Operational Improvement Programme. This has been a mammoth task with Fed reps attending virtually all of the consultation sessions and being the voice of reason in chief officer decision-making meetings.

Surgeries

The Federation in North Wales once again scheduled surgeries for the entire police family covering wills, family law, mortgages and other areas that required specialist legal advice. We've been pushing to achieve the best deal for you – from equipment to member services, and we've increased the portfolio of services available to officers and police staff – including equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services. Take a look at our website to find

out more, and make sure you sign up to the MSG Federation email group to keep up to date with the latest offers.

Wellbeing

We held a successful Wellbeing Open Day for Member Services in 2018, providing an opportunity for members to speak to a rep and find out more about the wellbeing support that is available from your Federation. We also had a selection of Member Services providers on-site so members could chat to providers and find out what is available.

RedArc

In December 2017, North Wales Police Federation took the decision to



provide access to RedArc to all officers. RedArc is an independent nurse advice service that provides practical advice and emotional support for a wide range of conditions including mental health problems, work-related stress and muscular-skeletal problems.

The service is provided by personal nurse advisers who are all very experienced, registered nurses. The service has been well used in 2018 (we only know the numbers, the service is completely confidential) and



The reps who successfully completed the Post-Incident Procedures course.

the feedback that we've received so far is that RedArc is providing a valuable service for officers, and if you'd like to find out more, please take a look at our website. Note that as from 1 March 2019, RedArc is only available to subscribing members of the Group Insurance Scheme.

Police Treatment Centres

A total of 68 North Wales Police officers (three retired) attended the Police Treatment Centres (PTCs) in 2018. The PTC is an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty. Attendance at the PTC is classed as duty time, and if you don't currently pay into the PTC, please get in touch with the Federation office for more details.



The Police Treatment Centres.

GIS

Our Group Insurance Scheme (GIS) was well used by members in 2018. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy, and from 1 March 2019 improved benefits have been made available.

To give you an idea of how our members benefited from the scheme, in 2018 members called out the motor breakdown service more than 241 times, there were travel insurance claims totalling more than £20,000, plus claims for life insurance, critical illness, and court compensation. A total of 29 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres).

Membership of the GIS is open to all police officers and police staff, and if you would like to join please contact the Federation office.

Well done, Vinny

The North Wales Police Federation Community Service Awards evening was held in November. PC 2237 Vinny Jones picked up this year's overall award and was a truly worthy winner of the trophy and bursary.

Vinny was recognised for his dedication, commitment and outstanding loyalty to the RNLI. Vinny has volunteered at Rhyl Lifeboat Station since 1995, and is now training to become an all-weather coxswain.



PC Vinny Jones (centre) receives his award from Chief Constable Carl Foulkes. Also pictured is North Wales Police Federation secretary Mark Jones (left).

Elections

Elections were held within North Wales Police Federation following the introduction of new regulations. It was a long process, involving voting for branch reps and the chair, all the way through to a new national chair, which involved all members for the first time. The result is a more transparent organisation.

Financial planning

As you may know, the Force stopped providing pre-retirement courses a few years ago, and the Federation took over the responsibility to provide this important service for officers who were approaching a massive milestone in their working lives. We held a number of courses in 2018. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

Training

We take the training of your reps very seriously so in 2018, in addition to the training provided at the Federation's headquarters in Leatherhead, we trained your reps in Post-Incident Procedures (PIP) and mental health first aid. This additional training has given your reps greater resilience to both represent you when the worst happens, or to signpost you to greater help when you need it the most.

2018



New Chief Constable Carl Foulkes.

New chief

We were delighted to be invited to be involved in the Chief Constable recruitment process in 2018, after which Carl Foulkes was appointed.

Tackling assaults

Finally, the Protect the Protectors bill (Assaults on Emergency Workers (Offences) Act 2017-19) progressed through Parliament and became law on 12 November 2018. We now look forward to seeing this important piece of legislation being reflected in the sentences being given to those individuals who assault emergency service workers.

Keep informed...

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

<http://www.nwpolfed.org/>

<https://www.facebook.com/NWalesPoliceFed/>

<https://twitter.com/NWalesPoliceFed>





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





Eight-Point Plan – supporting our officers, staff and volunteers

Federation secretary Mark Jones (left) with the PCC, Arfon Jones, and Chief Constable Carl Foulkes (right) at the launch of the pledge.

A pledge to ensure that officers, staff and volunteers are given the right welfare and support if they are assaulted has been given full backing by North Wales Police Federation, the Force and the Police and Crime Commissioner.

The Eight-Point Plan aims to improve the way the Force investigates assaults on officers, staff and volunteers when on duty, sets out the welfare and support they should receive and encourages learning on how to prevent similar future incidents.

This plan is driven by the Police Federation and supported by the Superintendents' Association and UNISON.

Mark Jones, North Wales Police Federation secretary, said: "The Police Federation is proud to support the Police and Crime Commissioner and the Chief Constable in championing the Eight-Point Plan which further emphasises our nationwide Protect the Protectors campaign calling for better protection in terms of the law and equipment for police officers, staff and other emergency service workers.

"We should collectively support our colleagues and ensure justice is delivered when they have been subjected to unacceptable assaults. The plan will give a framework for supervisors to follow and ensure that all measures have been taken to care for assaulted officers, for opportunities to learn and make sure we secure appropriate and robust sentences.

"Managers and supervisors are critical to ensuring that each and every point is completed and that all departments and

partners work together to send an unequivocal message that assaults on police will never be accepted and those responsible should face prosecution."

Chief Constable Carl Foulkes said: "I am firmly of the view that injury or assault should never be acceptable or seen as the norm and I am proud to launch this plan to reinforce that view.

"A message needs to go out that an assault on an officer will not be tolerated as part of their job. An assault on an officer is an assault on society and any sentence given needs to send out a strong message that acts such as these will never be tolerated.

"Let us all take responsibility to ensure that we fully exploit all evidential opportunities on every single police assault incident to secure that conviction. Evidence such as body-worn video, detailed officer statements, photographs of injuries and so on."

He added: "Most importantly, this is about us as an organisation fully supporting our staff when they have been subjected to an assault. We promise to make sure that they have the welfare support they deserve in their time of need. This is absolutely the right thing to do to fully support our colleagues who courageously put their safety on the line each and every day."

Tougher sentences will now await those who attack blue light workers thanks to a new law which took effect in November last year.

The Assaults on Emergency Workers (Offences) Act establishes a new aggravated offence of assault against a member of the emergency services. It provides for a doubling of the maximum sentence from six to 12 months.

“ WE SHOULD COLLECTIVELY SUPPORT OUR COLLEAGUES AND ENSURE JUSTICE IS DELIVERED WHEN THEY HAVE BEEN SUBJECTED TO UNACCEPTABLE ASSAULTS. THE PLAN WILL GIVE A FRAMEWORK FOR SUPERVISORS TO FOLLOW AND ENSURE THAT ALL MEASURES HAVE BEEN TAKEN TO CARE FOR ASSAULTED OFFICERS, FOR OPPORTUNITIES TO LEARN AND MAKE SURE WE SECURE APPROPRIATE AND ROBUST SENTENCES.

Fancy joining this year's Police Unity Tour?

North Wales Police has committed to take part in the Police Unity Tour again in 2019 following an extremely enjoyable and emotional debut in last year's event.

The tour, in aid of the charity Care of Police Survivors (COPS), involves hundreds of riders from police forces across the UK and is focussed on remembering members of the policing family who have been killed in the line of duty and fund-raising to help surviving families.

Three days of cycling culminate in a moving memorial service at the National Memorial Arboretum in Staffordshire.

We are keen to invite cyclists from across the organisation who wish to experience the event and support fund-raising efforts, to join the team. While we strive to be as inclusive as we can, the first day in particular, covering approximately 130 miles with 7-8,000 ft of ascent, is tough and requires good levels of fitness and experience of riding in a group. The second day, during which we ride with the 'Welsh



Gathered at the North Wales tree on The Beat at the arboretum after last year's Police Unity Tour.

chapter' of the tour, covers 60-85 miles at an average speed of 15mph or thereabouts.

Each rider is likely to have to contribute approximately £100 to take part, this covers two nights' accommodation including a meal on the first evening, entry into the event, an event cycling shirt and transport back to North Wales on the Sunday

afternoon.

Places are limited to the number of hotel rooms we can source and support minibuses we can provide so if demand outstrips places we may have to pull names from a hat.

Please contact T/Ch Insp Owain Llewelyn if you wish to take part.

New COPS chair

Former Greater Manchester Chief Constable Sir Peter Fahy QPM (pictured centre) is to become chair of trustees at Care of Police Survivors (COPS) – the charity that supports the families of police officers and staff who die on duty.



Sir Peter took up the post in March when Jan Berry QPM (pictured right) – the former Police Federation chair – stepped down after five years in the role.

Sir Peter has long supported COPS but following the murders of GMP PCs Fiona Bone and Nicola Hughes in 2012 decided to become more involved and became a trustee in 2014.

He said: "Those left behind when an officer dies on duty can feel isolated, alone and completely lost, the support that COPS provides can absolutely help rebuild those lives.

"I am stepping into a vital role in the support community for those affected by the death of an officer, or member of the police staff, while on duty. There is only so much that establishment channels can do in the long-term help they provide – COPS is there for as long as needed and that makes a huge difference."

Also pictured is COPS Chief Executive Tim Buckley (left).

Date set for memorial service

Federation members are invited to attend this year's National Police Memorial Day service which will be held in Glasgow in September.

The service will take place in the city's Royal Concert Hall on Sunday 29 September. It aims to remember police officers who have been killed or died in the line of duty; to demonstrate to relatives, friends and colleagues of fallen officers that their sacrifice is not forgotten; and to recognise the dedication to duty and courage displayed by police officers.

"National Police Memorial Day is one of the most important dates in the policing year," says Mark Jones, secretary of North Wales Police Federation, "It serves as a reminder of the unique role police officers play in society, putting their lives on the line to protect their communities and sometimes paying the ultimate price for doing so.

"The service gives officers of all ranks the opportunity to remember fallen officers and to stand shoulder to shoulder with the family members they leave behind, showing them that their sacrifice is never forgotten. It is a moving service and I would encourage all officers to attend at least once during their service."

The service is open to all who wish to attend, simply register to attend at nationalpolicememorialday.org

The day was founded in 2000 with the first service at St Paul's Cathedral in London in 2004. Glasgow last hosted the National Police Memorial Day service in 2011.

Home Secretary Sajid Javid joined families, friends, colleagues, senior officers and Government officials at the Waterfront Hall in Belfast for last year's service.

Nearly 2,000 guests were welcomed by a guard of honour formed by representatives from each force in England, Wales, Scotland and Northern Ireland as well as uniformed police officers from overseas forces.

The Reverend Canon David Wilbraham, National Police Chaplain, led the act of remembrance, during which Sid Mackay, chair of the Police Roll of Honour, laid a wreath to mark the centenary of the end of the First World War and in memory of the police officers called to service, who lost their lives.

Changes to your Group Insurance Scheme

The trustees of the North Wales Group Insurance Scheme (GIS) have undertaken a major review of the cover. As part of this process, we looked to unify many elements of the four varying Group Insurance Schemes in the four Welsh forces with the aim to improve cover and build a more resilient scheme. Many benefits and levels of cover under the schemes have now been standardised.

This means your scheme benefits have changed as follows:

- **Life insurance cover has increased from £110,000 to £120,000**
- **Critical illness cover has increased to £10,000**
- **The travel insurance policy now covers dependent children up to the age of 23, and includes children who are travelling independently from the member**
- **The convalescent benefit has been standardised at £70 per treatment period, irrespective of whether you attend Auchterader or Harrogate**
- **RedArc Care Advisory Service, introduced last year for all police officers, will be available to GIS members only.**

24-hour GP service

We have introduced a new benefit which provides you with unlimited 24/7 access to a practising UK-based GP from wherever you are in the world. Consultations are available by phone or video consultation.

The service is provided by experienced GPs who are able to provide diagnosis, advice, reassurance or a second opinion. Should the GP feel you would benefit from prescription medication, they can arrange and electronically authorise private prescription medication, where the medication will be delivered to you at any UK based address the next working day.

Please note, it is only possible for NHS prescriptions to be offered by an NHS GP surgery. With the GP24 service from Medical Solutions private prescriptions can still be issued by NHS registered doctors, however, the cost of the drugs are chargeable at the wholesale rates that Medical Solutions have arranged with their suppliers. There is no charge for issuing a private prescription; the only cost is that of the drugs and P&P.

You will be told the costs of whatever drugs may be prescribed prior to issue and you can then choose whether to use the private service or to wait for your own GP to use their services.



Where appropriate, the GPs can also issue private open referral letters and private fit notes. Each consultation is secure and confidential and there is no limit to the number or length of consultations.

The cover includes all co-habiting family members.

Why is the change taking place?

A number of current benefits were due for renewal and, as part of this process, the trustees have undertaken a period of research of other available products, to both modernise the scheme, and provide better value for money to members.

These changes have been introduced to ensure the best long-term stability of the scheme for the benefit of the majority of members.

Partner cover

The partner scheme is also changing with increased life cover of £70,000 and the introduction of critical illness cover of £10,000.

What is the new price of the GIS?

The price of the new scheme is as follows:

- Serving member £20.60
- Partner of serving member £10.60.

When did the change take place?

From 1 March 2019.

My current partner is also a police officer and we are both in the scheme. Doesn't this mean we are paying twice for some products?

We were very conscious that a number of products provide family cover, including cover for vehicle breakdown, RedArc and travel policies. We have therefore agreed with the insurers where two police officers

reside together then you can apply to the Federation office for a discount to be applied. The discount is £2.50 per month and for each member.

The discount is only available upon application, and cannot be paid retrospectively, as premiums will have been paid to the insurer and cannot be reclaimed.

Members must notify us if there is a change of circumstances which would mean that they are no longer eligible for the discount and there will be an annual check to confirm continued eligibility to this rebate.

Value for money

The scheme represents real value for money and the products are among the best available. A comparative exercise shows a typical 40-year-old in good health could save more than £1,100.00 per year on similar products purchased on an individual basis.

Who can join the scheme?

The scheme is open to police officers who subscribe to their relevant representative body, the Police Federation, Superintendents' Association, and the NPCC. It is also available to police staff.

Where can I find further details?

Every member will receive a policy booklet explaining the full range of benefits and full policy wording will be available on our website. However, we will also be providing further information, by means of a regular newsletter, on each of these benefits over the coming months. This will ensure members understand the full range of cover available.

You protect us. **We protect you.**

At Slater and Gordon, we understand that police work can be challenging and stressful, but with us by your side, dealing with legal issues needn't be.

For over 50 years, we have been defending, advising and representing thousands of police officers just like you.

With offices throughout the UK, we are the only firm to offer a full range of legal services to the Police Federation.

Legal services:

- Crime and misconduct allegations
- Personal injury claims - on or off duty
- Family law
- Employment law
- Police pensions
- Wills, trusts and estates

GET IN TOUCH

0808 175 7805

**24h Criminal Assistance number:
0800 908 977**

slatergordon.co.uk/policelaw



Centenary charity concert

A charity concert called 'A Festival of Music and Song' is being held at The Pavillion Theatre in Rhyl on 27 April 2019 to mark the centenary of the Police Federation of England and Wales and the National Association of Retired Police Officers (NARPO).

The concert will feature:

- **International tenor Rhys Meirion, the son of a former North Wales Police officer**
- **Eleri Woolford, a National Eisteddfod winning soprano soloist and a former police officer**
- **Harpist Sian Llewelyn**
- **Cor Meibion Colwyn Male Voice Choir, which boasts a number of retired police officers, and**
- **Corau Cytgan Clwyd.**

The event will be compered by Dilwyn Morgan.

Tickets for the concert are available to buy online at <http://www.rhylpavillion.co.uk/booking/>, or if preferred, in person at the theatre.

Proceeds will go to Wales Air Ambulance, Nightingale House Hospice, St Kentigern Hospice and Palliative Care Centre and St David's Hospice.

We look forward to seeing you!



Federation supporting newest colleagues



PC Andrea Cody is congratulated by Chief Constable Carl Foulkes and North Wales Police Federation assistant branch secretary Mel Jones (right).

In January Mel Jones, assistant branch secretary, presented the Students' Award to Police Constable 3423 Andrea Cody during the passing out ceremony of our newest colleagues.

Part of our role in the Police Federation is to speak to all new recruits during the first week of their training. We give them a health warning when it comes to the 'Fed Talk' as it sounds all a bit doom and gloom and 'worst case scenario', but it is for a very

important reason; to protect and look after our newest colleagues as they start out on this new and exciting career.

We are honoured to be invited to attend and celebrate with family and friends at passing out ceremonies. What is special about the Students' Award is that it is nominated by the students themselves and is for the student who has achieved the most and been the cornerstone of the group.

When submitting their nominations, the students are asked to provide their comments on why the recipient should win this award. For Andrea, her peers said:

- **Because of her personality and character that she has brought to the course**
- **For being the class 'Mum'**
- **Full and brilliant member of the team, made everyone laugh, very caring**
- **Always happy to help, bubbly, cheery, smiling and hard-working.**

Compliments like these should be enthusiastically taken as a reflection of what impact Andrea has had on her colleagues.

Congratulations to Andrea and we, in the Police Federation, look forward to supporting the newest members to our policing family at future events.

New arrivals



You should have already received a North Wales Police Federation (NWPF) lanyard with your 2019 Federation diary, and for 2019 we've introduced our limited edition NWPF mugs.

You might have already spied these new arrivals, as we've been handing them out when we've visited stations and departments, and when we see new recruits, but if you would like one for yourself, drop us a line.

Queen's Nurse leading medical services

A message from Maria Hughes, the Force's new head of medical services and wellbeing

I am delighted to have joined North Wales Police during such an exciting era of change with the new Chief Constable now in post. My role is new to the organisation and I am extremely proud to be a practising nurse with a passion for quality, innovation and clinical leadership.

I am an RGN and a Queen's Nurse with 29 years of varied nursing experience in both the acute and community setting, and trained in Glan Clwyd Hospital in North Wales. I worked as a tissue viability lead nurse specialist within the community for 17½ years which basically means that I managed complex wounds and skin conditions with specialised treatments and even maggots. The role also involved managing a team and delivering a large educational programme. I am also an expert witness in civil law and a Care Quality Commissions specialist adviser.

I have worked in a variety of healthcare settings including GP surgeries, patients' homes, mental health wards and nursing homes liaising with all members of the multi-disciplinary team, and have been involved in numerous safeguarding cases. My mantra is 'Inspire and be inspired' and I very much lead by example.

I have presented regionally, nationally and internationally at conferences, and most recently taught nurses in Hong Kong. I am also the vice-chair of the North West Network of Tissue Viability Nurses and continue to advise on a number of national advisory boards as an independent nurse consultant.

I was delighted to be runner-up at the British Journal of Nursing awards 2016 as Tissue Viability Nurse of the Year and also came third in the Innovation award category. I was also lucky to be awarded Employee of the Year – Trusted to Deliver 2016 for Wirral Community NHS Trust and was runner-up for the Nursing Times Awards Nurse of the Year 2016. Most recently, I was highly commended for a NHS Procurement Champion Award in 2018.



I have been published on a number of occasions, the most recent in Wounds UK's July 2018 edition, and have also written a number of conference posters.

My vision for the future is to lead the nurses in North Wales Police to continue to deliver their clinical expertise in custody, SARC and occupational health along with leading the wellbeing agenda to address all elements of health and wellbeing to add to the already excellent work that has been completed. This will aim to support all staff to continue to deliver the fantastic service to the population of North Wales with health and wellbeing and the core of every department. I will aim to make medical services in North Wales Police an area of excellence and to launch a Nursing Leadership Forum to support and empower the current nursing staff.

When not at work, I undertake the Moonwalk full marathons for breast cancer. I am a keen squash player and I enjoy circuit training, embroidery and playing the flute - not all at the same time!

I would like to thank everyone who has made me feel welcome in North Wales Police. My door is always open for a cuppa and a chocolate biscuit, known in nursing as therapy.

Maria A. Hughes

RGN, QN, MSc, BA (Hons) PCET, Cert Ed, Cert P.P, Dip P.P
V300 Independent Prescriber,
CUBS: Expert Witness Civil Law,
CQC Specialist Professional Adviser,
PG Cert Healthcare Leadership
PG Dip Healthcare Leadership.

Wrexham police station set for demolition

The former Wrexham police station at Bodhyfryd will be demolished as originally planned, thanks to CADW deciding not to list the building.

CADW, Welsh Government's historic environment service, had been considering protecting the 1970s 10-storey concrete tower, despite a demolition order having been granted by Wrexham CBC in 2014.

However, after considering the merits of the building, and comparing it to other international modernism buildings, Gwilym Hughes, deputy director of CADW, said in a

letter to the North Wales Police and Crime Commissioner Arfon Jones and Chief Constable Carl Foulkes: "We acknowledge that the building is a rare and unusual (possibly unique) example of slab and podium design in Wales which makes an expressive architectural statement."

He went on to say: "I can confirm that in the handling of form, materials and design, the building does not compare favourably with other buildings of similar design which

are notably more sophisticated and elegant."

Had the building at Bodhyfryd been listed, the PCC had already stated that the loss proceeds from the sale could have a direct impact on the policing service in North Wales.

The new state of the art divisional headquarters opened in Llay in late 2018 and the new station for Wrexham is due for completion in 2019. Local policing officers and staff are now temporarily located in Crown Buildings.





Going
through a
divorce?

Call us
before your
ex does.



Ben Evans
Senior Associate
in Family Law at
Slater and Gordon

We've been working with the Police Federation for over fifty years – longer than any other firm. No one understands better the unique pressures of police work and how to protect your rights – including your pension. If you're going through a divorce, we offer a free initial consultation, a divorce fixed fee package of £350 plus VAT and Court fees and discounted hourly rates plus we give you access to some of the country's best family lawyers.

If you think we could help, call us on
0808 175 7710

slatertgordon.co.uk/police-law

Offices throughout the UK.

+ **Slater
Gordon**
Lawyers

Spillane & Co. Wealth Management Ltd

Senior Partner Practice of St. James's Place Wealth Management

Why should I think about investing?

We all have different savings goals and these can change depending on what life stage you are at. If you are saving for the longer term and don't need access to your money, investing could be an alternative to a cash account linked to savings rates which remain at low levels

Others rely on you

No matter where you are in your life today, you regularly make decisions that will have a big impact on your long-term financial security; decisions about how you spend your money, how you save for a child's education, how you plan for your retirement and how you protect the people you love.

While some are better than others when it comes to managing our money, financial advice from a trusted expert can help you make the right decisions whenever circumstances or priorities change.

You're fed up with low interest rates. Make your money work for you.

Where do you keep your money? In a savings account, ISA or maybe in a box under your bed?

No matter where you keep your savings, if the interest rate is below inflation (which almost all of them currently are) then the buying power of your savings will gradually decrease. Your savings are effectively losing value.

There are a range of other options for investing your money whatever your attitude to risk. We can help you assess which is right for you.

You are not sure you'll have enough income in retirement

Are you not sure if your pension savings will be sufficient? Perhaps you want to review your existing pension and add to it with further investments. It's never too late to discuss your retirement plans.

You have got a regular monthly income to invest

Not sure how to go about starting an investment or what to research? We can help you find the right option for you and your circumstances.

You are about to receive a windfall

How can you make the most of a windfall, whether it's a bonus, a gift or inherited you may be wondering the best plan of action for your money. This extra money is an opportunity for you to improve your financial situation. Many people fritter the money away. It is always worth formulating a plan which addresses any tax obligations while ensuring you enjoy as many of the benefits of that windfall as possible.

You want to leave a legacy to your family

If you are thinking of the next generation we can help you identify ways to ensure



your family benefits from any wealth you want to pass on in the most tax efficient way.

Please remember that if we recommend any investments their value can go down as well as up and you may not get back what you invested.

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

Trusted partners

By Mark Jones, secretary of North Wales Police Federation

Spillane & Co have been trusted partners with North Wales Police Federation for many years. At a time when the Force was withdrawing support for 'pre-retirement courses', Spillane & Co stepped in and now deliver a highly respected and informative course. The pre-retirement courses are geared up to provide helpful information on financial planning, health and wellbeing into retirement, future employment options plus much more. The feedback from attendees has always been excellent and dates for 2019 courses are already filling up.

Additionally, Spillane & Co developed a series of financial awareness sessions geared towards officers and staff who were not so fortunate to be approaching retirement! These sessions were delivered in a way to make attendees think about how to manage their finances when faced with ever-increasing pressures on purses and wallets. Health and wellbeing was intrinsically featured within the sessions. The sessions were well received and further events will be considered in the future.

Sadly, in the Federation office we take far too many calls from colleagues who are in financial difficulties. Due to the excellent relationship and service we have with Spillane & Co, we have been able to signpost officers to them for advice. The general message for us all is... don't bury your head, if you need help, then ask!

Approaching retirement?

Are you retiring or leaving the service in the next three months? Or do you know someone who will be?

The Police Federation of England and Wales wants to hear the views of people leaving the service. It is running a study to capture the experiences of those who are leaving the service soon, whatever their circumstances, so that lessons can be learned and issues can be addressed.

The findings from this long-term study are crucial for building a strong evidence base for change to benefit those still in the service and those yet to join.

If you would like to take part, or want to find out more, please contact the Federation office.

YOU PROTECT THE PUBLIC...

but how can you protect your future?

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

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

As a Senior Partner Practice of St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need, so you can enjoy the finer elements of life and give you that all important peace of mind for the future. Please contact us to arrange a no obligation consultation.

In a recent survey 96% of clients were very satisfied / satisfied with the overall quality of our service and would recommend our services to others.*

*154 clients responded to the survey.

SPILLANE & CO. WEALTH MANAGEMENT LTD

Senior Partner Practice of St. James's Place Wealth Management

Commodore House, Conwy Road,
Colwyn Bay, Conwy, LL29 7AW

Tel: 01492 531729

Web: www.spillaneandcompany.co.uk



ST. JAMES'S PLACE
WEALTH MANAGEMENT



PARTNERS IN MANAGING YOUR WEALTH

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

BRIAN ROBINSON, MOLD

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

ANTHONY DUFFY,
RETIRED, PWLLHELI

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

MARK DAVIES, RETIRED, MOLD