

# YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /  
North Wales Police Federation



DECEMBER 2018



## Vinny lands Community Service Award – See Pages 12 and 13

Representing • Negotiating • Influencing

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

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## Secretary's foreword

# Extraordinary people, extraordinary acts but officer welfare must be prioritised



**By Mark Jones, secretary of North Wales Police Federation**

Welcome to the December issue of the North Wales Police Federation magazine, 'Your Voice'. It's frightening to think that another year is drawing to a close but this gives us the perfect opportunity to look back over the last 12 months and reflect and also look ahead to the forthcoming year.

There is no doubt that policing is in a difficult place across the land. We know that budgets are being squeezed tighter and tighter, the demands and pressures are continuing to increase on policing but, more concerningly, our own colleagues are at breaking point.

There does not appear to be any light at the end of the tunnel, however, the Police Federation will continue to passionately campaign for members' rights, for their welfare and for policing as a whole. It cannot be right that we are losing good officers who have been pushed to ill-health or leaving the service for a life driving trains!

Yet, despite all these adversaries and challenges, the brilliance, dedication, compassion, commitment and excellence of our members continues to shine through. We work with extraordinary human beings who do extraordinary acts on a daily basis.

'Welfare' seems to be on the lips of many senior managers and forces. This is long overdue as the genuine welfare of many police officers has been shamefully ignored for far too long. While on a spreadsheet it looks concerning, we should not forget that, behind the figures, there are people suffering terribly.

Lip service is no longer acceptable and it needs the commitment, funding and resources of forces to make sure we 'Protect the Protectors'. It is encouraging to see North Wales Police now employing a dedicated wellbeing officer but this is only the start of a long journey.

Talking of 'Protect the Protectors', it is fantastic to see the new Assaults on Emergency Workers (Offences) Act now in

legislation. This came into effect on Tuesday 13 November 2018 and is historic in that it is the first piece of legislation designed to offer better protection to the entire emergency service family.

Courts now have the tools to hand out much tougher sentences to those individuals who, unforgivably and deplorably, attack our emergency service workers. There are no excuses and we will be hawk-like to make sure that courts fully use their sentencing powers. Our sincerest thanks go to all those who have supported the Police Federation in making this happen.

In this issue of 'Your Voice' we celebrate and honour the recipient of this year's North Wales Police Federation Community Service Award, PC 2237 Vinny Jones. Vinny, based on the roads policing unit in St Asaph, has been recognised for his outstanding dedication and commitment to the RNLI Lifeboats.

For more than 20 years, Vinny has voluntarily given countless hours to his local lifeboat station in Rhyl and is now undergoing the rigorous training to become a coxswain of the 'all-weather' lifeboat. The bravery and selfless loyalty to saving lives at sea should be highly commended and therefore Vinny is a very worthy winner of this year's award. Congratulations, Vinny!

I want to welcome the newest member of the North Wales Police family and that is, of course, our new Chief Constable, Carl Foulkes. Within Mr Foulkes' first few days in the Force, he made his inaugural visit to the Federation office in Old Colwyn to meet the team. It was a very positive and encouraging meeting with us agreeing on many issues (See Pages 8 and 9).

It's clear we are all willing to work together for the benefit of our members and the Force. The Chief plans to run a staff survey and hold roadshows. We support these and will work closely with chief officers to address the findings.

Looking ahead to 2019, I know there are going to be many challenges. The Force is undergoing a major review and there will be changes to address. The pressures on Force budgets will continue to grow and the demands on our members will persist.

We will do everything we can to make sure our members' rights are protected, that we give you a voice and that we always represent your interests.

I know many officers will be working long hours over the festive period and will sacrifice time with your families to protect others. I wish every one of you a very happy Christmas and a prosperous New Year. Take care of yourselves and each other.

# We deserve a sensible and fair pay rise



By **Simon Newport**, chair of North Wales Police Federation

As we approach winter, the Police Federation of England and Wales has now finally completed the new elections and all places for the triennial period 2018 - 2021 have now been sorted both locally and nationally.

Our new national chair, John Apter, previously the chair of Hampshire Police Federation, seems to have hit the ground running and has settled into his role seamlessly. I am encouraged by John's passion and enthusiasm for the national chair's role and we have already seen him taking a very positive step in instigating legal action against the Government with regards to this year's pay rise recommendation. I, for one, wish him and the whole organisation the very best of luck in this as not only the moral thing to do but also because it bodes well for the future.

At the time of writing this article, the autumn budget has just been delivered and, disappointingly, other than £160 million for counter-terrorism policing which is, of course, welcome, no new or extra money was allocated to the police service. This was despite a growing wave of organisations, including ourselves, the Superintendents' Association, the Police Crime Commissioners' Association and recently, and not before

time, the National Police Chiefs' Council, calling for increased funding as sustained budget cuts have left the service vulnerable and on the brink of collapse.

Without wishing to seem political, regardless as to who is in power, the blatant disregard shown by Government is unbelievable and bordering on arrogant when it has been advised by the professionals that the police service is struggling to fulfil its core responsibilities.

With regards to our pay, there was an announcement in the budget that the new national living wage is to increase to £8.21 an inflation-busting increase of 4.9 per cent!

Is it right that a newly appointed constable, starting on £19,971\*, is paid £9.60 per hour which, less their pension contributions of 12.44 per cent, gives them an hourly wage of £8.40?

Yes, I hear the argument that upon completing seven years a constable will earn £39,150 but surely the fact that you are asking someone who shortly will have to achieve degree level education to even consider joining the police to work for just 19p an hour more than someone on the national living wage is just utterly wrong?

That's why we are calling for a sensible and fair pay increase and that's why it is right to take legal action against the Government over our pay.

It could well be the case that the next budget, scheduled for March 2019, could see the national living wage exceed that of a newly appointed constable and that opens serious questions about corruption risk and integrity, if the current figures don't already?

We have, in the past, been accused of crying wolf by a certain Home Secretary

when we warned that cuts have consequences and that reducing police budgets year on year would see an increase in crime. All of these things have now come true and, if the pay of police officers continues to fall, the risk of corruption will increase.

We need to pay our police officers a decent wage that reflects the complicated, difficult and often dangerous work they do in protecting our communities across the United Kingdom and we need to do it sooner than later.

After all, we are looked upon enviously by many countries worldwide as the best, most tolerant and honest police service in the world. We need desperately to hold onto that title with determination and pride and that has to be recognised with proper reward.

Moving away from pay and budgets, I would like to congratulate PC Vinny Jones as this year's worthy winner of the North Wales Police Federation Community Award for all the hard work and dedication that he has contributed, and continues to contribute, to his local home RNLI station in Rhyl. It is always a pleasure to recognise those colleagues who unselfishly give up their time outside working hours for the benefit of the community.

Finally, with Christmas fast approaching, I would, as always, like to wish all of you and your families a very merry Christmas and a safe prosperous New Year and, for all of those of you working over the holiday period, look after each other and stay safe.

\*North Wales starting salary is £23,586 due to the enhancement for competency in the Welsh language. This equates to £11.34 per hour and £9.93 after pension contributions.

“ WE NEED TO PAY OUR POLICE OFFICERS A DECENT WAGE THAT REFLECTS THE COMPLICATED, DIFFICULT AND OFTEN DANGEROUS WORK THEY DO IN PROTECTING OUR COMMUNITIES ACROSS THE UNITED KINGDOM AND WE NEED TO DO IT SOONER THAN LATER.

# Protect the Protectors – new law to protect emergency service workers

Those who attack police, paramedics, firefighters, nurses and other blue light workers will face tougher sentences thanks to a new law which took effect in the middle of November.

The Assaults on Emergency Workers (Offences) Act came into law on 13 November, having received Royal Assent in September. It created a new aggravated offence of an assault against a member of the emergency services and doubled the maximum sentence for these cowardly and despicable acts from six to 12 months.

The Police Federation of England and Wales (PFEW) launched its Protect the Protectors campaign at Parliament in February 2017 in connection with a Ten-Minute Rule Bill introduced by Halifax MP Holly Lynch. She had joined PC Craig Gallant on patrol in West Yorkshire in summer 2016 and had dialled 999 after witnessing the single-crewed officer being surrounded by a hostile crowd. The bill was later picked up by Chris Bryant MP, MP for Rhondda, and received cross-party support in its passage through Parliament.

Temporary Assistant Chief Constable Neill Anderson of North Wales Police said: "Every single day our officers, staff and volunteers are often dealing with very difficult and challenging situations and putting themselves in harm's way to uphold the law and protect the public, they must be able to carry out their duties as safely as possible. Being assaulted is not and should never be regarded as 'part of the job'.

"It is wholly unacceptable for them to be threatened, attacked, verbally abused or spat at – and those responsible should face the full force of the law.

"Since April this year we've recorded over 200 assaults on our officers and staff – ranging from being spat at to having a broken jaw. We mustn't forget that behind the badge, police officers and other emergency workers are ordinary people doing extraordinary jobs.

"We welcome the new legislation which will see tougher sentences being given to those who assault police officers and staff and other emergency service colleagues. We

hope it will act as a deterrent and provide the justice for police officers, paramedics, firefighters, prison officers and other public servants. It sends a clear message that assaults against public servants are unacceptable and an attack on society itself."

The law, which builds on the previous offence of assaulting a police officer, also provides extra protection to unpaid volunteers who support the emergency services – including Mountain Rescue and the RNLI.

Mark Jones, branch secretary of North Wales Police Federation, said: "The Police Federation has campaigned tirelessly to ensure that our policing colleagues, and those from the wider emergency services family, are better protected in law when it comes to being assaulted whilst on the job.

"It is a national disgrace that attacks on emergency service workers continue to rise and become more prevalent so it is critical that there are strong and robust sentences given to those who violently assault our colleagues.

"Nobody should go to work to be assaulted and any attack on an emergency service worker should be seen as an attack on society as a whole.

"We will now be carefully watching to make sure that this new legislation is imposed at every opportunity and that those responsible for attacks should face significant consequences. The justice system now has to put its money where its mouth is and 'Protect the Protectors'."

The new law has also been welcome by colleagues from the North Wales Fire and Rescue Service.

Stuart Millington, senior operations manager for North Wales Fire and Rescue Service, said: "We are thankful in North Wales that incidents of this nature are rare when considering the number of calls we attend each year. However, we will not tolerate abuse or attacks directed towards our staff members.

"Staff members delivering both the emergency response service and the community safety service are doing so to help and improve the communities which we

serve and should not be subject to abuse of any nature whilst doing that.

"We have policies and procedures in place to protect our staff and working closely with colleagues in the police, will as needed, prosecute persons treating our staff in this way."

Louise Platt, director of operations at Welsh Ambulance, said: "Our staff do a particularly difficult job, putting themselves on the front-line every day to help people with medical emergencies, and often working in very difficult and emotionally testing circumstances.

"Being exposed to assaults or any other inappropriate behaviour, verbal or physical, while they are undertaking their duties, is totally unacceptable, and we welcome this recent change to legislation aimed at providing more protection for our emergency services staff.

"Violence not only puts our people at risk, but prevents them from doing their job and caring for people who are in a vulnerable position. Thankfully, serious incidents are isolated. However, our staff have every right to ask the public to respect and protect the work we are trying to do."

Gary Doherty, chief executive at Betsi Cadwaladr University Health Board, said: "Our staff work extremely hard to care for and treat every patient who comes through our doors and it is unacceptable for them to be subjected to violent or aggressive behaviour.

"We take violence against our staff very seriously and we welcome this new legislation, which will see offenders who assault Health Board staff receiving tougher sentences."

## Date for drivers

MP Sir Henry Bellingham's bill to help protect police responders from unwarranted prosecution in a response situation was due for its second reading in Parliament on Friday 23 November.

The Federation's national pursuits lead, Tim Rogers, has worked closely with Sir Henry and the Home Office in shaping the bill. It is encouraging that the Home Office at least appears to recognise the unacceptable risk to police officers in carrying out their duties to the public and is keeping up the pressure to ensure a positive outcome.

However, the reading has been postponed to 15 March 2019.



# Mental health and police officers

By **Vicky Knight, North Wales Police Federation workplace representative.**

I have been pleased to see the very valuable work that has gone on this year in force in terms of understanding and breaking down the taboos of mental health.

This job is a job like no other. That constant drip, drip of the incidents we attend. The wide range of human emotions we deal with on a daily basis and the things we see, whether we want to or not.

All of this takes its toll, in one way or another.

Many officers manage to find coping strategies, ways to deal with things and get through their career without any adverse effects.

However, many struggle.

Some quietly, though some are willing to stand up and say that their mental health has been affected. Either way, it is clear the pressures of the job and the nature of the work will break people from time to time.

Do we as a Force support and understand well enough the effects of depression, anxiety and the like on individuals? Do we nurture and support them well enough to help them back into the workplace and to help to get them well again?

My experience is that certain supervisors are excellent but, and there is a very big but, some are shockingly awful and it is clear more needs to be done.

Years ago discussing mental health as a police officer was a big taboo. It is still a worry as to how you will be perceived by your peers and supervision. Good understanding by supervisors and early intervention can mean the difference between an officer supported and at work and an officer very badly broken and on long-term sick.

The Force is working hard to educate and now has the mental health peers in place. This is a huge step forward.

I recently had a conversation with some CID colleagues. I was absolutely shocked to find out the amount of staff taking anti-depressants on a regular basis.

Perhaps we are still not as open as we care to think about the amount of staff actually affected? This should make us pause for thought.

The road to recovery from a mental health illness is often a long one. It often takes officers years to get poorly and we have to understand that it may take people years to get well. It isn't a quick process,

there is no pill to take to make things better.

Anti-depressants are only a tool to alleviate the immediate symptoms and to help the sufferer to feel a bit more on a level playing field.

It was described to me by someone as follows: it is like a train ploughing forward with stress, anxiety and depression. It has been steaming at great speed along its track for a few years before crashing.

The plan is to take the train off that track and put it on a slower, calmer and more measured track (anti-depressants).

However, it takes time for the grass and trees to grow over the old track. If you do not work at growing the grass and trees over the old track and take the time to allow the trees to get big and strong, then the train will return to that track and you will become poorly again.

We need to do better. We need to understand the support and timescale that officers who have suffered, or are suffering, with their mental health, require to get well.

It is too easy to send those officers out to jobs or expect them to be back up and running at full capacity within a much too short timescale, because of the lack of staff or the jobs backing up.

I ask you this: would you do the same to someone with their arm in plaster or their leg in a pot? No, of course not.

So why do we persist in forcing officers who are mentally unwell to attend jobs and rush back out just because they are physically fit?

The Occupational Health Unit, like all departments, has seen budgetary and resource pressures.

The force provides six sessions of brief intervention therapy. We are lucky to have this facility and to get counselling paid for at all. However, bearing in mind the time it takes for someone to get ill, six sessions only touches the tip of the iceberg.

I have been so impressed with the services of Red Arc. This service is paid for by NWP Federation for everyone who pays a



Fed subscription. Recent referrals have given me amazing feedback:

- Continuation of counselling with the same counsellor, following on from the occ health six sessions
- Support from one nurse
- Counselling for family and children of the paying member
- Support for the partner of the person suffering with a mental health illness and education for them with practical advice of how to help and better understand the illness.

The Police Treatment Centres' Psychological Wellbeing Programme is a two-week structured programme designed specifically for serving officers with mild to moderate anxiety and depression, and stress-related issues.

The programme includes group sessions in stress management, coping strategies, relaxation, sleep and mindfulness and exercise and individual counselling and complementary therapy sessions. If you'd like to know more, visit <https://tinyurl.com/y96b87vj>

The years that officers will now spend in this occupation are longer than ever. They are going to be subjected to that slow drip, drip of human emotions and horrific incidents for a longer period of time than ever before.

We have to keep our workforce well or how else are they to perform their role?

The mental health of our workforce is an important matter. We can't safeguard against it, that is the nature of this vocation. However, we can educate ourselves of the warning signs and offer early intervention and support to our colleagues who become unwell.



## The menopause: now less of a taboo subject

By **Kim Owen, North Wales Police Federation workplace representative**



I can't believe that it's nearly two years since I wrote an article for this magazine about the menopause. Since then we have set up the North Wales Police Menopause Action Group (MAG), now chaired by Sophie Chance.

It is great to see how far we have come as a Force in addressing an issue impacting on both female and male members of staff. As an organisation, we have to ensure we are supporting colleagues, raising awareness of the symptoms and the support available and also ensuring that we have reasonable adjustments in place to help those going through the menopause.

In addition to the MAG, we have support groups within Eastern Division and Central AJD, with plans for a Western Division menopause support group in the near future.

Within Force, we held our first ever menopause conference in October with guest speakers from Talking Menopause. The first session in the morning was for line managers and the second was for officers who were either experiencing, or likely to start experiencing, the menopause.

The feedback overall was fantastic for both sessions. PS Daf Curry said: "The conference was relevant to my role as a line manager and something that every supervisor should have awareness of. With people having longer careers, this is something that is going to be more prevalent in the workplace.

"If people are serious about looking after welfare of their staff then they need to have an understanding of how the menopause can affect people and what they can do to help. The biggest thing I took from the day was not being afraid to talk about it. In reality, it is nothing to be afraid of and quite often some minor adjustments in the workplace can make life so much more comfortable for those suffering. The session was pitched appropriately and offered some sound, practical advice."

I encouraged as many people as possible to complete the Federation's national menopause survey – EveryonePause – which ran for six weeks until the end of November. The findings should help shape further work in this area.

Below is some information on the menopause, some of which was in the article two years ago, but I feel it is worth repeating.

**Menopause is different for each woman. Some may suffer severe symptoms while**

**others could find themselves enjoying a new sense of freedom and energy.**

It is a normal part of life; the average age is around 50 but some may go through it in their 40s or even younger. It is the changing levels of oestrogen and progesterone, two female hormones made in the ovaries. Signs include:

Changes in the menstrual cycle including less regular periods, shorter or longer periods, and more or less bleeding than usual.

**Hot flushes** - sudden feelings of heat affect the upper body, causing the face and neck to become flushed. They can be followed by heavy sweating and cold shivering and can interfere with sleep.

Problems affecting the vagina or bladder such as pain with intercourse, more vaginal and urinary infections, and trouble with bladder control.

Sleep, insomnia/fatigue.

**Changes in mood** – irritability, anxiety and palpitations.

**Changes to the body** - losing muscle, gaining fat or becoming thinner, stiff, achy joints, loss of skin tone, dry skin and dry eyes.

**Changes to the memory** - normally short-term and relatively minor.

**Health concerns** – including osteoporosis and heart disease - can accompany the change as oestrogen levels decrease and other age-related changes occur.

There are also psychological effects including feeling increasingly emotional, feeling less feminine, suffering low self-esteem and poor concentration.

**Male menopause**

This is also called andropause - a drop in testosterone levels that many men experience when they get older.

Testosterone is a hormone produced in the testes. It does more than fuel sex drive. It also fuels changes during puberty and mental and physical energy, maintains muscle mass and regulates the fight-or-flight response.

Male menopause differs from female menopause. For one thing, not all men experience it. It also doesn't involve a complete shutdown of the reproductive organs. However, sexual complications may arise due to lowered hormone levels.

Declining testosterone levels can cause low energy, depression or sadness, decreased motivation, lowered self-confidence, difficulty concentrating, insomnia, increased body fat, reduced muscle mass, decreased bone density, reduced libido and infertility.

Men may also experience swollen or tender breasts, decreased testicle size, loss of body hair or hot flushes.

Blood tests can help diagnose the male menopause but most will probably manage the symptoms without treatment.

So what are we doing in Force?

It is involved with the national MAG, which is 'setting and driving the local, regional and national direction and strategy for managing issues involving the menopause with the police service'.

The Force's MAG seeks to:

- Provide initial support to staff and officers who are experiencing symptoms that may be affected by their working conditions.
- Establish a supportive network, with a knowledge of conditions and adverse effects of the menopause.
- Identify divisional representatives who will act as the link with the group.
- Help Force-wide education of officers and staff.

So what else can we do?

- Get better informed – ensuring officers and staff, especially line managers, understand the menopause and its effects.
- Ensure we do not discriminate against officers because they are menopausal.
- Show respect and understanding towards officers going through the menopause.
- Start a conversation at work and allow people to speak up about their symptoms and their fears without feeling guilty, ashamed or embarrassed.
- Offer reassurance and support.

To join the MSG Menopause email group, just opt in, if you haven't already done so:

1. Open the Intranet, go to Toolkit, then Business Tools, then Telephone Directory
2. Using the menu on the left of the Telephone Directory, go to 'Search Groups'
3. In the 'Display name:' box type 'MSG' and hit enter
4. To 'Opt In' to groups that you want to receive e-mails from, tick all of the groups you need, and then click into the 'Action' box above, to 'Opt-in'
5. Your profile will change the next time you open the Telephone Directory.

**Helpful websites**

[www.womens-health-concern.org/help/focuson/focus\\_dietmenopause.html](http://www.womens-health-concern.org/help/focuson/focus_dietmenopause.html)  
[www.womens-health-concern.org/help/factsheets/fs\\_menopause.html](http://www.womens-health-concern.org/help/factsheets/fs_menopause.html)  
[www.project-aware.org/Managing/exercise.shtml](http://www.project-aware.org/Managing/exercise.shtml)  
[www.menopausematters.co.uk/menopause.php](http://www.menopausematters.co.uk/menopause.php)

There is also a menopause page on share point under health and wellbeing offering information and updates.

**Points of contact for the NWP MAG:**

Lee Bailey	04974
Sophie Chance	88934
Jennifer Hutchinson	04092
Kim Owen	70707

And, finally, as Christmas is fast approaching, I would just like to wish you all a happy Christmas and all the best for 2019.

# Everyone has a part to play in ensuring wellbeing is always considered

**By Chief Inspector Alun Oldfield, North Wales Police Federation workplace representative**



I do feel that having a dedicated Force wellbeing officer for North Wales Police is a real statement of intent from chief officers.

However, Jennifer Hutchinson cannot achieve the strategic aims of the Force all by herself. In addition to Jennifer, there is also further challenging research that is being undertaken by Sergeant Tracey Llewellyn and PC Elaine Ball.

They are working together with Jennifer to ensure that we have an appropriate set of recommendations to implement which is supported with research, consultation and is evidence based.

Absolutely everyone within North Wales Police has a part to play in ensuring that health and wellbeing is considered in everything we do. I would urge all supervisors to ensure that they make the time to visit the Health and Wellbeing SharePoint site. Unless you are fully sighted on everything that is available to you as a supervisor to support your team then you are ignoring your duties and requirements.

There is so much helpful advice on there, such as:

- **How to arrange counselling**
- **Critical incident de-briefing**
- **Mental health peer supporters**
- **Welfare screening**
- **Stress risk assessment.**

There are also really useful managers' guides that can be downloaded or printed off:

- **Mental Health and Wellbeing Manager's Guide**
- **Dealing with Anger**
- **Managing Conflict**
- **Stress and Anxiety Manager's Toolkit.**

I would urge all supervisors to ensure that they know what is available. From the Force intranet homepage, click on departments, scroll down and click on human resources, then scroll down and click on health and wellbeing. Three clicks to being a better prepared and informed member of the team!

One area that is being developed is critical incident de-briefing (CIDB). There is much debate going on across the Force about CIDBs and the benefit of having them and sometimes the perceived benefits of not attending.

I have recently given personal briefings on the benefits of driving health and wellbeing in the North Wales team to all supervisors within the control room. This included discussing the CIDB process with every supervisor. One area that I was surprised about was the number of supervisors who don't attend the CIDB. When I have asked if they understand the process and the benefits it was clear not everybody did.

In addition to this, we carried out a survey for staff within the control room to ask why they weren't attending. Some had valid reasons, such as not being given sufficient notice, not being given works time to attend, the de-brief was in another part of the Force etc. These are all areas that need to be cleared up and we also, and more importantly, need to ensure that everyone actually understands what CIDB actually is.

As a Force, we are developing our CIDB provision so that it is not a stand-alone debrief, but so that there are other flexible support mechanisms to use as well as the debrief, which potentially include monitoring the wellbeing of individuals using screening tools and being proactive about offering support if required.

We also want to look more closely at who attends each de-brief, to ensure maximum benefit and also, in some cases, to protect individuals by offering alternative support mechanisms if attending the de-brief may have a detrimental impact on



their wellbeing (i.e. if it would expose them to more detail of the incident than necessary, thereby causing trauma).

We have a number of recommendations which we are working to implement, to improve the process and ensure it supports the welfare and wellbeing of our officers and staff.

So, can I ask for the following?

Supervisors visit the HR website and gain a fuller understanding on everything that is happening within the world of health and wellbeing and, in particular, mental health awareness.

In addition, support anyone who wants to attend a CIDB but also offer support to those who don't.

Lastly, it doesn't have to be one critical incident that can cause trauma and stress, it can also be a cumulative effect of incidents that they are attending. Make that time to discuss with your teams how they are feeling and know the signs to look for.

Every supervisor will be receiving mental health training but don't wait for the training before reacting to what is already in place.

# Mark puts new chief under interrogation



**With Carl Foulkes settling in to his third week with North Wales Police, our branch secretary, Mark Jones, had the opportunity to 'grill' the new Chief Constable on a whole host of issues that affect our members.**

**MJ:** *Chief, welcome to North Wales Police. How have your first few weeks been?*

**CC:** In honesty, it has been a whirlwind, probably part brought on by myself! I've wanted to get out and about and meet as many people as I can, and there is still more I want to do. No matter where I have gone, I have found generally really positive and engaged people. We've got some challenges, and I have been really honest about some of those, and I've got some frustrations, particularly around the pay and conditions, but I've really enjoyed my first three weeks. You always wonder when you move out of an area that you really enjoyed, and I really enjoyed working in Merseyside, if you've made the right decision and looking back, I definitely have both personally and for the organisation I have joined. It's been a great move.

**MJ:** *How do you propose to work with the Police Federation (and other staff associations) to ensure that members' views are listened to and acted upon?*

**CC:** Well, I've started building the great wall outside the front of Headquarters so nobody can get at me! Sorry, I'm being flippant. I think the relationship between the chief officer team and the staff associations is really critical moving forward. I think there should always be a bit of challenge in that relationship because we should always come at it in slightly different ways. We should

keep at heart the best community service moving forward, supporting our workforce in the best way, I think we can come to deliver a better approach to the Force, a better approach to our people. So, in summary, I want a close working relationship, which has a challenge in it, as it should do, but is focused on doing the best we possibly can.

**MJ:** *Police officers' pay and conditions have been continually attacked over the years. This has a huge impact on morale. What can you do to improve morale within the workforce?*

**CC:** I want to support our officers in terms of their pay and conditions. I want our staff to be paid the right amount for the role they do, I want them to be supported in the right way. That support will always be there from me. Locally, one of my key priorities for the future is our 'people offer'. How do I make North Wales the best it possibly can be to support the different people we have here, be the best they possibly can and support their health and wellbeing around leadership, around talent and development? One of my focuses over the next 12 months, with the team here, will be developing a 'people offer' which is really clear and how I can support our people to be great.

**MJ:** *The Police Federation supports the wider roll-out of Taser to all front-line officers should they wish to be equipped with it. The Home Office has said it is a decision for chief constables to make. Will you support the wider roll-out of Taser as needed and wanted by front-line officers?*

**CC:** It is an interesting one with the Home Office. They are absolutely right in that it is a

chief constable's decision, but when you look at the cost of Taser no extra money has been made available so it is easy to say it is my decision but clearly this creates challenges. I do think there will be a point, I genuinely do, that Taser will be PPE for all our staff in the future. Do I think it will be imminent? No, I don't but I do think, as we've seen with the move from 20 years ago when we had chain-link handcuffs, a wooden truncheon, and we've seen the evolution of body armour, Casco baton and rigid handcuffs, spit guards, restraints and so on, we are seeing a move to increasing PPE. I think Taser is probably the next step.

We are doing the review on Taser at the moment. Do I think I think that will involve us rolling out more? Yes, I think it probably does. Do I think it will be personal issue? I'm not sure it will at the moment. I would like to get to that point, however, there is a challenge around me trying to balance officer protection issue, which is my key priority, with the budget issue and the costs of issuing some of this kit. It's cheaper to buy a handgun than it is to buy a Taser at the moment, which does seem a bit of a nonsense!

**MJ:** *Welfare and wellbeing of police officers is now being talked about more and more. Talk is good but actions count. What can you do to genuinely support the welfare and wellbeing of our members?*

**CC:** This links back to the question earlier; we talk about wellbeing, I think it's now distilling what does that actually mean? What is going to add the greatest value? It's moving from lots of positive initiatives to a strategy that is really clear around where we put our effort, where are we going to put our time, how do we make sure that we are dealing with some of those issues quickly, efficiently and effectively to make people feel that the organisation supporting them, looking after them in their hour of need.

Also, putting some of those practical bits in place such as healthy eating, diet, training, so that we have a healthy workforce both here and actually, when they go home because I want people to have a healthy 30, 35, 40-year career, depending which pension scheme you are in (!) and actually be able to leave the police service in a positive way.

**MJ:** *We very much live in a digital era yet the police still rely heavily on pen and paper. How do you see us developing in technology for the benefit of our members?*

**CC:** I think we are doing some really interesting stuff around technology but I will go back to an analogy I keep going back to: I went out with a fantastic officer in Wrexham on Response when I was doing the preparation for this role. I had my 'Pronto' device from Merseyside, I could do online Niche, I could do online statements, I could do online stop/search, I could access loads of different apps; they were walking around with a notepad and a stop/search form.



We need to move that on so, for me, it's about improving the technology that our staff have out on the front-line to do their job more efficiently and more effectively. It's around making sure that they have got the right training so that they can operate online as well as they can offline and that we've also got the support in the back office. Technology is key for the future, it's not the answer for everything but there are some unintended consequences you've got to be careful of.

**MJ:** *We know that police forces are picking up the slack for other agencies, who have also faced unprecedented cuts. We also know that the majority of a police officer's time is dealing with non-crime matters. How can you reduce the demand and burden on our members who are more social workers than police officers?*

**CC:** I think, depending on what figures you look at, anywhere between 90 and 75 per cent of our work is now focussed more on vulnerability and issues rather than pure crime. Crime is roughly between 10 and 25 per cent. I think all of that has always been there.

I think it's more visible now than it ever has been for a variety of different reasons. I think it is around me influencing partner agencies and I have met the chief executive of Betsi Cadwaladr [University Health Board] already to discuss how we can work more efficiently together. Rather than just bounce issues around the place, it's how can

we work with partners to solve the issues to stop the demand coming back through. When you look at the repeat caller, for example, you see people who have called us 200, 300 times but also contact health 200, 300 times and fire service 200, 300 times. We need to solve the problem together to reduce some of that demand.

**MJ:** *The promotion process in North Wales has changed many times over the years, sometimes for the better, sometimes not so much. What are your views on promotion processes and how can we get the best possible candidates promoted?*

**CC:** It's interesting as, from the outside looking in, I read the article in the Federation magazine around the promotion process and it did make me thoughtful. Call me a 'traditionalist' but I'm used to a promotion process where you have some form or application form, some form of paper-sift and some sort of interview. Now, I've never yet found a promotion process that is ideal and generally people will have views on everything whether it be senior PNAC (Police National Assessment Centre) at a strategic level, be it a paper-sift, everybody's got a view.

It is around the promotion process, that it's transparent, is open, is honest and is fair and it feels fair. If we can aim for that going forward then that is absolutely key. I do want to look at people having the opportunity to talk through their evidence with the right people on a promotion process because I

know interviews don't suit everybody but they do suit a lot of people. It's important for people to be able to articulate what they have done and what their values are. I think also, for me, when I look at my priorities for the future, I think they should be part of the promotion process because if I am interested in, and want to focus on preventative policing, I want people to demonstrate how they are going to solve problems rather than do some of the other bits.

**MJ:** *How do you see the handling of misconduct cases in the future given that we should be shifting from a culture of blame to learning?*

**CC:** I don't often agree with the Home Office or IOPC but actually around a shift to a more learning organisation, I absolutely do believe in that. I was over at PSD (Professional Standards Department) last week and I gave a very clear view that I want to shift us from a blame culture to one that looks at learning. Now that does not mean we shouldn't focus on those people who are bad in this organisation and we do have some but we should be focusing on those individuals rather than people who have made a mistake or trying to do the right thing, for the right reasons, but actually hasn't worked out. Those people, and we've got plenty of people who are trying to do the right thing, I absolutely will support those people every single time.

**MJ:** *Marmite, love it or hate it?*

**CC:** This is a big question! I will go with Twiglets yes, Marmite no!

## Members urged to claim basic entitlements following 'derisory' pay award

The Police Federation is reminding officers about the importance of claiming what they are entitled to following this year's 'derisory' pay award.

Mark Jones, North Wales Police Federation branch secretary, said: "Policing runs on goodwill, however, goodwill should not be to the detriment of police officers' basic rights and entitlements.

"We all know that, through misunderstanding, lack of knowledge or pressure from management, officers do not claim their full entitlements when it comes to over-time, annual leave and adequate rest breaks.

"Given that the Government has totally disregarded the Police Remuneration Review Body when it comes to the last two pay awards for officers, it is only right that we remind our colleagues of what their rights are. It is indicative of police officers' nature to go above and beyond but clearly this affords no recognition so that is why we say that officers should get what they are

rightly owed.

"I encourage officers to familiarise themselves with what entitlements they are afforded and to seek advice from their Federation representative."

The Government announced a two per cent pay rise in July - ignoring the Police Remuneration Review Body (PRRB) recommendations for the second year running.

From 1 September 2018 officers in England and Wales will see an insulting £2.50 increase in their pay a week\*.

In terms of the amount officers receive in their pockets, the two per cent will be a mere 0.85 per cent – leaving officers financially worse off when inflation is accounted for\*\*.

The Police Federation, in a joint



submission to PRRB with the Superintendents' Association, submitted evidence for a 3.4 per cent pay increase so that officers could be paid fairly for the dangerous job they do after years of austerity. PRRB recommended a total of three per cent.

\*This figure is based on the starting salary of a police constable which amounts to an increase of approximately £10 a month.

\*\* The 0.85 per cent figure is derived from the fact that only one per cent of last year's two per cent rise was consolidated. That one per cent has now been removed by the Government for this year's pay award so, taking into account pension contributions, the actual uplift is worth approximately 0.85 per cent to constables.





# Memorial day honours fallen officers

*An emotional moment, after Samantha Dixon lit the memorial candle with son, Parker Cameron James Dixon.*

**By Mark Jones, secretary of North Wales Police Federation**

In the company of many distinguished guests, political and policing leaders but, most importantly, families and loved ones, Belfast's Waterfront Hall played host to the

annual National Police Memorial Day service.

This is an occasion where the policing family comes together to pause, reflect and pay tribute to our fallen officers.

It is the one time that, despite many fractures, people from all different perspectives and views join in harmony in an

act of solidarity and remembrance.

Representing North Wales Police were T/Deputy Chief Constable Richard Debicki and Police and Crime Commissioner Arfon Jones while I attended on behalf of North Wales Police Federation, however, there were policing representatives from every corner of the United Kingdom plus from overseas at the service which was held on 30 September.

The weekend began with the civic reception held at the impressive and imposing Belfast City Hall. This was an opportunity to meet and interact with colleagues, to share our experiences and meet brave families who have endured, and continue to live with, the pain of losing a loved one.

Seeing so many colleagues from across the policing family come together was heart-warming and inspiring. The Pipes and Drums of the Police Service of Northern Ireland opened the service and accompanied the arrival of the Book of Remembrance and Standards.

Readings from Home Secretary Sajid Javid and Detective Superintendent Sam Donaldson from PSNI (himself the son of a murdered police officer) plus various choirs and orchestral pieces gave the service a very emotional edge but the most poignant part was when more than 4,000 blue, green and



*T/DCC Richard Debicki (left) with North Wales Police Federation secretary Mark Jones and PCC Arfon Jones at the memorial day service.*



*At the service (left to right) PFEW chair John Apter, Home Secretary Sajid Javid and PSNI Chief Constable George Hamilton*

red petals fell from above as the congregation stood in silence. Each petal represents a lost police officer's life. It was a stark reminder of the ultimate sacrifice made by police officers while doing their job.

Four candles of remembrance to represent the home nations were lit by various bereaved families, however, the most moving was witnessing Samantha Dixon, the widow of PC James 'Dixie' Dixon from Thames Valley Police who was tragically killed last year in an on-duty motorcycle collision. Samantha was cradling her very young son, Parker Cameron James Dixon, who heartbreakingly never got to meet his father. The courage displayed by Samantha and watching her so bravely do what she did on that stage was awe-inspiring. Despite best efforts, it was impossible to not shed a tear.

Members of the Police Service of Northern Ireland were superb hosts for this important annual occasion. Belfast was a welcoming and warm city that, despite its many difficult years, has transformed itself into the successful city it is today.

We shall not, must not, ever forget the price paid by so many police officers in laying their lives on the line for our freedom, safety and liberty. We owe them our upmost respect and salute them. Our condolences remain with their families and loved ones and we must remind them that the entire police service is standing shoulder to shoulder with them.



# 'I'm really excited to get stuck in'

**Claire Shiland became North Wales Police's first ever direct entry inspector when she started her role on 19 November. Despite being in a very busy first week, Claire took time out to come and speak to us in the Federation office, to talk about the scheme she's on and how she sees the role developing:**

## **What's your background?**

I've got a degree in social policy and a post-graduate qualification in neighbourhood management. I have worked locally in the social housing sector for a number of years, for the last nine and a half years with a registered social landlord where I undertook a number of different roles, latterly as part of the senior leadership team and head of neighbourhood services.

I was responsible for customer service for the business, support for vulnerable people, all tenancy management services, income management for organisation (more than £20 million a year) and I led a team of 80 employees.

The organisation is one of The Times' top 100 companies to work for, recognising good leadership. I was also a founding board member of an organisation to promote positive change in gender equality within the sector I worked.

I live locally, was brought up in North Wales and I speak Welsh Level 3 second language.

## **What will you bring to North Wales Police?**

Experience of working in a different, dynamic third sector. I've experienced and managed a number of change programmes from service delivery to wider organisational change, and will bring a different perspective and innovation.

I worked for an organisation that was focused on collaboration locally and nationally and was linked to Welsh Government at operational and strategic levels, which I think has given me a lot of valuable transferable skills. In any public sector body, it is vital to be able to work closely and collaboratively with partner agencies and I believe my experience in doing this will enable me to build up close relationships with North Wales Police's partner agencies and the local community.

## **Why policing?**

Living in the local area, and being aware of things politically, I want to be more involved in trying to deliver something different in the face of austerity and cuts, trying to do the right thing, and to assist and support communities. I've always had an interest in this area and focused on criminality as part of my first degree as well as having had a role in my early career working with ex-offenders.

I'm very much a people person, and ultimately want to support our most vulnerable individuals and communities. I also want to help to deliver outcomes for colleagues, improving their professional development, well-being and bringing out the best in my team.

## **What do you hope to achieve?**

To still be here in two years! I'm looking forward to supporting NWP in achieving strategic objectives and Force priorities.

## **What do you enjoy in your spare time?**

I'm a bit of a fitness fan and enjoy a variety of running, gym and spin classes. As a big foodie, I need to balance it out with exercise but if I ever skip a class I can be sure my eight-year-old son will have me running around somewhere.

## **What challenges do you foresee?**

Being regarded as a credible and respected member of North Wales Police, proving myself, passing the assessments along the way and, ultimately, being a legitimate part of the Force. This role is definitely going to be a new experience with the amount of learning along with the hands-on operational development but I am really excited to get stuck in and start learning with boots on the ground.

## **What does direct entry training look like?**

The direct entry training programme covers the course of two years and ranges from classroom learning to operational experience on the ground with work-based assessments. I will be taking the inspector exam in 2019 along with a number of other assignments and projects assessed in partnership between the College of Policing and Teesside University.

From an operational experience point of view, I will complete a constable, a sergeant and an inspector rotation across the two years, being assessed operationally along the way.

## **When do you expect to be 'operational'?**

I'll be operational on a police constable rotation towards the end of February 2019.

## **Marmite, love it or hate it?**

Hate it!

# Dedicated lifeboat volunteer and front-line police officer recognised at awards night

*By Mark Jones, secretary, North Wales Police Federation*

I am always inspired when I hear of the amazing work our members do, day in, day out. The North Wales Police Federation Community Service Award is an excellent opportunity for us to be able to recognise some of that work but, in particular, focus on what our members do for our local communities.

This award is donated by the North Wales Police Federation Branch Council and is presented to 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 preceding months.

At a fitting event in Deganwy, attended by the Police and Crime Commissioner, Deputy PCC and chief officer team, this year's recipient of the Community Service Award was PC 2237 Vinny Jones who is based on the Force Roads Policing Unit in St Asaph in recognition of his dedication, commitment and outstanding loyalty to the RNLI Lifeboats.

The Royal National Lifeboat Institution is the charity that saves lives at sea. Every day of every year, people of all backgrounds get into danger in the water. It's a problem the RNLI is there to tackle and it works tirelessly to make the water a safer place for everyone. The RNLI provides, on call, a 24-hour lifeboat search and rescue service and is committed to preventing drowning tragedies.

The lifesaving service of the RNLI is provided, wherever possible, by volunteers such as Vinny, generously supported by voluntary donations and legacies. Vinny and his volunteer colleagues strive for excellence and are selfless, dependable, trustworthy and courageous.

After attending the Rhyl Lifeboat Station Open Day in 1995, when he was just 15, Vinny realised then that it was something he wanted to be a part of and started attending regularly - helping to clean, polish and maintain the boats. This continued for the next two years until at 17 he was old enough to officially join the crew.

With many years of training and experience, Vinny is now one of the helmsmen in charge of the in-shore lifeboat and a crew member, navigator and emergency mechanic



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

on the all-weather lifeboat.

Vinny is currently going through his training to become one of the all-weather coxswains which involves him attending intensive courses at the RNLI College in Poole. This is all done in his spare time while juggling full-time policing duties and having a young family. He has selflessly used parts of his annual leave for training. Last year, he used a week's leave so that he could cover the

mechanic's position at Rhyl and more recently he took the time off to go to Poole for the training.

Darrel Crowther, lifeboat operations manager at Rhyl Lifeboat Station, said: "Vinny has tackled the ever-increasing training requirements on station with both vigour and enthusiasm and progressed through in-shore lifeboat crew and all-weather lifeboat crew to become ILB helm and ALB navigator. Putting



*The Chief Constable (right) presents a commendation to surprised North Wales Police Federation stalwart Mel Jones.*

*Brave officers PC Rhys Rushby (left) and PC 'Albi' Hall (right) with the Chief Constable at the awards night.*

his mechanical knowledge to good use, he went on to become one of our ALB emergency mechanics and is currently progressing towards an emergency coxswain's role, as part of our sustainability plan.

"It is this commitment and ability he has demonstrated, in both his vocational and voluntary roles, that make him one of our most respected crew members ... and quite rightly so!"

Vinny was nominated for this award by his Sergeant, Raymond Williams, who said: "I have had the pleasure of supervising Vinny for

about 18 months. He is always a happy and smiling person with time for everyone. As well as being an efficient and effective roads policing officer, Vinny liaises regularly with HM Revenue & Customs to arrange joint operations between the agency and ourselves. He is passionate about road safety and regularly volunteers to attend schools and colleges giving the Deadly Impact presentations to young people resulting, hopefully, in making them safer road users."

Listening to the testimonies and hearing what Vinny has done for, not only the safety of

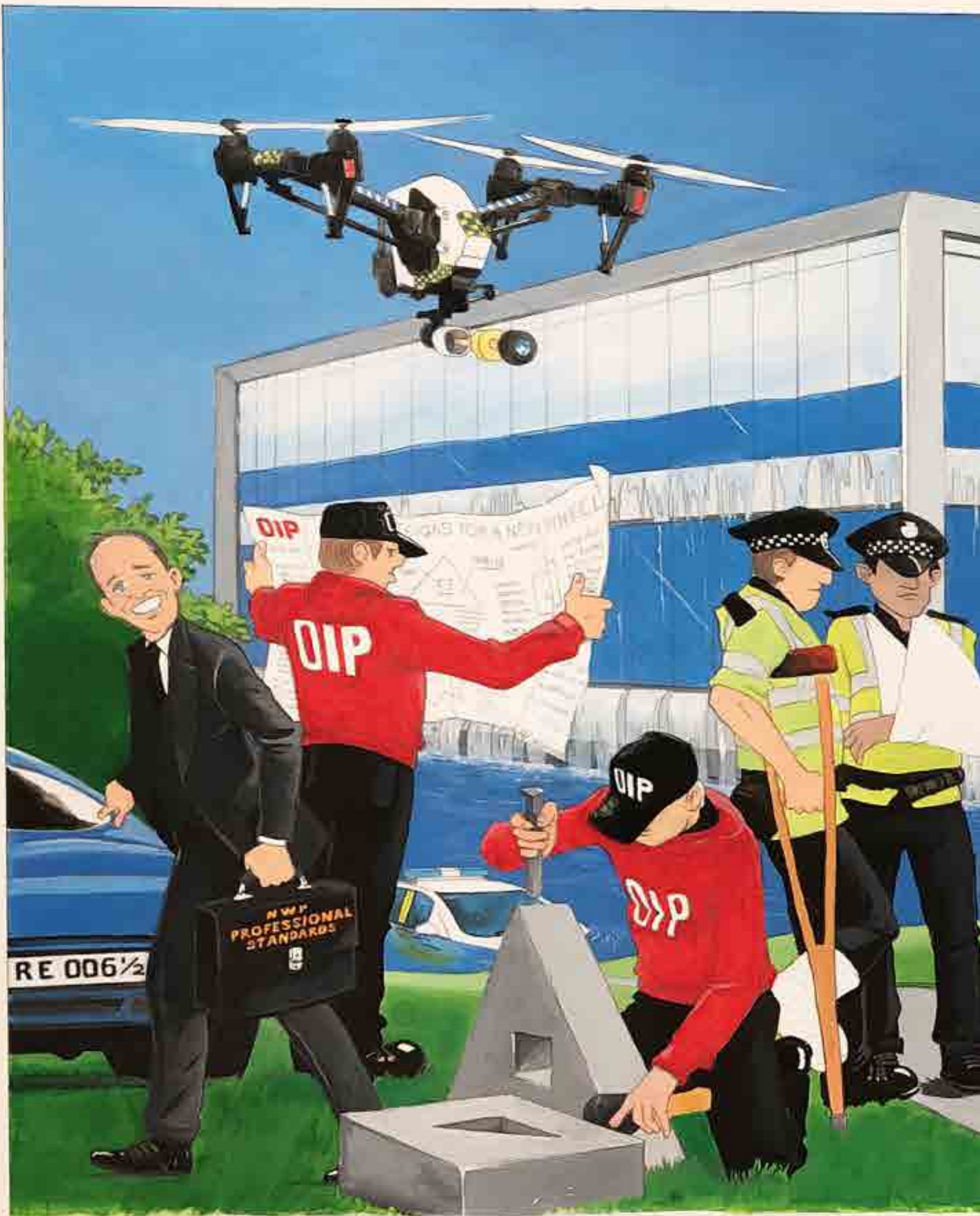
road users in North Wales, but for life-saving and rescue of those in the water, is incredible. He has well and truly given an unselfish contribution to community relations but, ultimately, he has the entire respect of everyone for what he does.

It was also great to be able to welcome PC David 'Albi' Hall and PC Rhys Rushby to the awards evening. As we remember, Albi and Rhys were the recipients of the Force Bravery Award and winners of the Welsh Region Police Federation Bravery Award following their brave arrest and encounter with Jordan Davidson who was latterly convicted and sentenced to 30 years for murder.

Finally, there was a special, and surprise, Chief Constable's Commendation for Mel Jones. Mel is the assistant secretary and treasurer for the North Wales Police Federation. Mel was recognised for his many years of hard work and dedication to supporting individuals and advising the Force on all matters Federation related. Mel is widely respected and regarded by many people and it was fantastic that Mr Foulkes could present his first commendation, since starting in North Wales, to Mel.

“ VINNY HAS TACKLED THE EVER-INCREASING TRAINING REQUIREMENTS ON STATION WITH BOTH VIGOUR AND ENTHUSIASM AND PROGRESSED THROUGH IN-SHORE LIFEBOAT CREW AND ALL-WEATHER LIFEBOAT CREW TO BECOME ILB HELM AND ALB NAVIGATOR.





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# Federation seeks judicial review in pay row

The Police Federation of England and Wales (PFEW) has started legal proceedings after the Government's failure to accept the recommendations of the Police Remuneration Review Body (PRRB) for a second successive year.

The PRRB – the independent body established by the Government to make evidence-based recommendations on police pay – had recommended a three per cent pay rise from September but the Government only awarded two per cent.

The Federation argues that, in real terms, this is worth just 0.85 per cent to constables.

It has now lodged an application to begin judicial review proceedings into the fullness of the Government's decision.

The Federation had sought a 3.4 per cent increase in a joint submission to the PRRB with the Superintendents' Association.

Simon Newport, chair of the North Wales Police Federation, described the pay rise as a "hammer blow" to officers.

Simon said: "Police officers do an

incredibly demanding and increasingly difficult job in protecting the public and this is a hammer blow to them.

"Therefore it is only right and proper that they should be treated fairly and have the confidence that any independent pay recommendations will be accepted in full by the Government.

"The Federation has played fair throughout this process, submitting evidence for the pay award each year jointly with the Superintendents' Association.

"And the submission was really not far off the mark. We asked for 3.4 per cent and the pay review body recommended three per cent. However, the Government ignored the recommendation – again – and that makes a mockery of the whole process."

John Apter, national Federation chair, added: "Our members do not have industrial rights so it's important they know we will stand up for them and fight their corner.

"It is a disgrace that for the second year running the Home Office has cheated police officers out of the pay increase they should

receive; this year officers are being awarded a derisory two per cent increase, despite the recommendation of the PRRB that it should be three per cent.

"In response to this betrayal and based on legal advice, PFEW has instructed solicitors to formally proceed with a judicial review against the Home Secretary on the basis that he has stated that the pay decision was a Government decision and not his decision alone.

"I know the deep sense of anger felt by many of our members about the way they have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we legally challenge this unfairness."

- The 0.85 per cent is derived from the fact that only one per cent of last year's two per cent increase was consolidated. That one per cent has now been removed by the Government for this year's pay award so, taking into account pension contributions, the actual uplift is worth approximately 0.85 per cent to constables.

# Force bucks trend as national crime figures show rise in knife crime

Knife crime in North Wales has plateaued – while across the rest of England and Wales it has risen by an average of 12 per cent.

The Force is one of just a handful to have not seen a rise in the number of incidents involving knives and sharp instruments.

The Office for National Statistics' latest statistical bulletin Crime in England and Wales: year ending June 2018, shows there was a one per cent drop in the number of offences with a knife or sharp instrument in the Force area. The total number was 268 – equating to just three per cent of all recorded crime.

Nationally, there was a 12 per cent increase in police recorded offences involving a knife or sharp instrument to 39,332.

The biggest rise in figures for the Force came from harassment and stalking, which shot up by 132 per cent to 4,488 offences.

Sexual offences rose by 46 per cent to

3,028 and violence against the person increased by 39 per cent to 20,739 offences.

Overall, crime across the Force increased by 24 per cent.

The only areas to see a fall were vehicle offences and burglary which fell by eight per cent and one per cent respectively.

North Wales Police Federation secretary Mark Jones, said: "It is little comfort that such violent offences have fallen by such a small amount. In the year to March 2014, there were just 100 knife and sharp instrument offences and now we are not far off three times that many.

"That is an awful lot more people walking the streets carrying weapons and that means that there is not only a greater chance of the public falling victim to these people, but there is also a greater danger to our officers.

"It is time that the Government started to re-invest in policing so that forces can tackle violent offenders and protect the public more effectively. Officers are doing

their best to fight crime, tackle anti-social behaviour and look after vulnerable members of the public but with reduced numbers they are facing an uphill battle."

Nationally, the figures show:

- 14 per cent increase in police recorded homicide offences – from 630 to 719
- A 22 per cent increase in police recorded robberies – to 79,117
- A 30 per cent increase in police recorded public order offences – to 409,191
- A 0.8 per cent increase in the proportion of adults who experienced sexual assaults in the year ending March 2018 to 2.7 per cent (these are the latest figures available)
- An eight per cent increase in overall thefts estimated by the Crime Survey for England and Wales (CSEW) to 3,591,000
- A seven per cent increase in vehicle offences recorded by the police to 457,970
- A two per cent increase in burglary recorded by the police to 432,267.

# Putting the spotlight on professional development

The national Federation stages a professional development seminar twice a year to discuss developments that are taking place on a national and force level for officers. There's normally a really interesting mix of topics, and this seminar was no different.

The first area covered was licence to practice. Sussex, Lincolnshire and Avon & Somerset have recently taken part in limited pilots, looking at how a Licence To Practice (LTP) could be implemented in the police service, with the aim of providing feedback to the College of Policing (CoP) which, in turn, will form a final proposal. The current understanding is that the CoP and National Police Chiefs' Council (NPCC) want something, in addition to what is currently in place, which will constitute a LTP.

In Sussex, the pilot took place in just one station, the Special Investigations Unit (child abuse). They quickly realised that insufficient time and funding meant they would only be able to look at the key issues of the pilot. An LTP training day provided was described as a paper feed that provoked discussion, but didn't create a zero – hero scenario, rather it built on existing skills.

It was also soon apparent that individuals would need to have - or be working towards - PIP2 or SCAIDP for any LTP to be credible. If that was the case, the question was asked if officers would need a provisional LTP prior to obtaining the qualifications? This, of course, raises issues and challenges around resilience – would a force be liable if officers are doing the job before obtaining a LTP? Would they need a LTP before beginning the role? If that were the case, how could they complete PIP2?

There's also the issue of burn-out, with no-one wanting or able to work in these departments. Other questions raised include: is it just another layer of bureaucracy? And where does PDR sit in this? One suggestion is that if we had a decent national PDR in place we wouldn't need any of this! Also, is it creating a scapegoat? Would the licence holder be held responsible for a failing and not the chief or the force?

For all three forces, the pilot raised more questions than it answered. One question was what is the CoP trying to achieve with this? The biggest issue is to convince NPCC and CoP that we don't need any additional levels of accreditation as perhaps the most interesting outcome, which seems to have been common to all three forces, is the opinion that the existing PIP2 and SCAIDP processes actually form an excellent evidence based accreditation system. It just needs to be made auditable and acknowledged as such.

The draft report from all three forces has now been with CoP for a number of months and, at the time of writing of this, no final report has come out from CoP. There is the possibility that it could dismiss the proposals made by the three forces, however, if it does this there is a risk officers won't be interested in doing the LTP – especially as officers in these roles don't get additional pay (such as LPS receive re anti-social hours).

The Police Education Qualifications Framework (PEQF), a standing agenda item, was once again discussed in length. Derbyshire has already started delivering the new three-year apprenticeship course

(where on completion the student officers also obtain a degree) to a cohort of new recruits, but is still also running the existing IPLDP course.

As the first force to deliver the new course, there were many questions but, as it only began towards the end of September, we'll have to wait and see how it goes.

Despite not planning on running the first course until April 2020, NWP seems to be in a good position – we've chosen a university to deliver the course, and planning is underway to ensure accreditation of the programme will be in place well before the first course commences.

There is also the long running issue as to where the NWP and other Welsh forces' apprenticeship levy has disappeared to that needs resolving first. There are still hugely varied opinions regarding this 'professionalising of policing' but, whatever your view, it's definitely here to stay.

IPLDP will lose its licence from 1 January 2020 after which forces will have no option but to implement the new course. Tony Oldroyd, the West Yorkshire PEQF implementation manager, stressed that the aim is not to churn out academics, but rather to meet the needs of 21st century policing, to ensure national consistency, and to develop a high quality evidenced based policing education.

Other presentations involved Police Now, coaching and mentoring and direct entry detectives. All were relevant and the whole seminar was very interesting, particularly those areas that North Wales has expressed an interest in participating in in the future.

# 'The job is fudged!' – or is it?

By Nick Hawe, North Wales Police Federation representative

Well, that's not quite how I usually hear it said, or maybe even how I say it myself in a dark, frustrated moment. When did you last hear it? Or say it yourself?

It is almost like a catchphrase, used without thought as a knee-jerk reaction to a moment in time. If you are anything like me, you will soon get on with things and then something else will remind you why you joined the job and reinvigorate you.

I know things are not perfect. The cuts have left fewer officers with larger workloads and more demand on their time than ever. I have witnessed supervisors arguing about where investigations should sit – rightly protecting their own heavily-burdened staff – but this division and frustration is not healthy. We must recognise that all of us are now being stretched more than ever before – and try not to take this out on each other.

In October, I attended at the Police Federation National Detectives' Forum Seminar and Awards evening. I was hugely proud when DC Don Kenyon was presented with the Detective Recognition Award for Wales. His motivation, dedication, reliability and constant willingness to help other officers was recognised with a trophy during a very pleasant evening.

Don's wife, Clare, and Detective Chief Superintendent Steve Williams were there to witness this recognition. Don is an example to us all of how we can overcome apparent hurdles, maintain enthusiasm and strive to improve ourselves.

During the two-day seminar, I heard speakers talking about multi-million pound frauds, horrific child sexual exploitation and female genital mutilation investigations among other things.

I also heard from Chief Constable Nick Ephgrave from Surrey who informed us about how they have proactively turned the trend of falling detective numbers around. I have shared his methods with senior detectives in North Wales Police for their consideration. We need to make it a more attractive career option to those who enjoy criminal investigation.

But by far the most inspirational talk was given to us by Paula Craig MBE. Paula retired as a detective inspector, having completed her 30 years in the police. Prior to an accident, she would compete in triathlons and marathons, including six London Marathons.

In May 2001, an 84-year-old retired police officer failed to see her and took her out



*Award-winning North Wales DC Don Kenyon and his wife, Clare, at the awards ceremony.*

while she was on her bike on a road. She went over his car and was left paralysed from the waist down. At the age of 36, she found herself in a wheelchair, wondering whether she would be able to be a police officer anymore.

Her input was entitled 'Disability In Policing' and she spoke about some challenges that she faced returning to work for the Met Police. She did not want sympathy. She described how her hand had become clawed due to a torn tricep muscle; how she tried swimming for the first time, with no use of her legs and one arm, going round and round and round. She described everything with a smile on her face.

She had great support from her force and went on to become a DI on the homicide task force. She recounted how she had been encouraged to do so by an officer who knew her of old. This person knew what she was capable of and that this had not changed due to a physical disability.

Paula has done a master's degree since retiring but has done nothing with it, probably due to being busy with charity work. She recognises that she overcame the disability due to a combination of her own positive mental attitude and the support she

received from colleagues and supervisors. Each of those factors assisted the other.

It was Paula who mentioned the phrase 'the job's fudged' – although she said it the right way. But she highlighted to us that it isn't. We only need to look at the enthusiastic new officers coming through, keen and excited to get out there and serve the public. We need to embrace the times where we get the satisfaction of actually helping someone. We need to look at the officers like Don, who turn up and get the job done, day by day, week by week, improving themselves, and others around them, all the time.

Paula left us with a tale about how she tried to encourage a colleague, who was complaining about a lack of fitness, to join her on the running track in the mornings. Paula would use this facility to train on her wheelchair, and told the colleague that it could be done in work time as it would bring benefit to her.

The colleague actually declined the offer, saying that she had 'a bit of a bad foot'! I think we are all allowed a 'bad foot' moment now and again, when perhaps we might feel that the job is getting us down, but we then need to get over that minor hurdle and take inspiration from those who refuse to be beaten.

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# Packed programme for national health and safety seminar

**By Tony Edwards, health and safety leader, North Wales Police Federation**

A discussion on regional issues and a national update from the chair opened the annual Police Federation health and safety seminar.

Fran Boag-Munroe, research practitioner at the Federation, gave an input about the national officer welfare survey with a discussion and suggestions given on what questions should be added to the next survey.

Each region compiled a list of topics and questions which were collated by the research department resulting in 100 questions for them to consider for the survey to be carried out in 2019.

Damian O'Reilly MBE and John Pommells of Wellcop gave a presentation based around wellbeing and mental health. They offer Wellcop seminars for police officers and staff highlighting ways to keep fit both physically and mentally. Damian is a former inspector from GMP while John is a fitness instructor and nutritional adviser.

All health and leaders at the seminar were asked to take part in an adult vulnerability stress test which resulted in a score indicating how stressed they may be and this was followed by a 15-minute session

on relaxation where everyone sat in a relaxed atmosphere, eyes closed, listening to a relaxation tape.

Day 2 opened with an update on health and safety law and Brexit by Lyn Harris. There were no real changes from previous updates on this matter with GB expected to continue with the current EU laws around health and safety.

Martin Lally gave an update on a trip to the United States in relation to stress and trauma management.

Following on from his good work around the TRIM process in the aftermath of the Manchester Bombing on 22 May 2017, Martin visited several states over a two-week period discussing how the different police forces treat their officers following any type of stressful or traumatic experience.

Martin was lucky enough to win a Winston Churchill grant and has another two weeks to do researching in various areas of Australia in 2019. He will be putting a full report together following this second leg of his research programme.

Mark Williams from the Police Firearms Officers' Association (PFOA) gave a presentation on the Welfare Support Programme.

Mark spoke about the benefits of

firearms officers being a member of the PFOA and also on the joint programme offered to the Federation with regards to the Welfare Support Programme which is there to offer support not only to subscribing firearms officers but also to subscribing Federation members.

This was followed by a law update on shift patterns by Slater & Gordon including:

- What rules apply?
- Police Regulations 2003
- Working Time Regulations 1998
- Health and safety law and guidance
- The Equality Act 2010 – disability
- What legal claims might arise?

The presentation also covered Regulation 22 and Annex E of the Police Regulations 2003, duty rosters, normal periods of duty, VSA and working time.

The seminar closed with a recap from the first and second day with further discussion around regional issues and a brief talk by Simon Kempton, operational policing lead for the Federation, around the mutual aid issues following President Trump's visit to the UK.

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

The seminar was held at the end of September.

## New ECC opens with state of the art custody suite

The new Eastern Command and Custody (ECC) facility has been transferred to North Wales Police from the contractors, and officers and staff have been moving into the building which provides dedicated offices and facilities for 248 people.

It has been designed to enable more efficient working to allow co-location in the same office space. There are three car parks, one for officers and staff, one for operational vehicles and one for visitors, offering a total of around 400 spaces. Staff will initially re-locate from Bodhyfryd, Wrexham and will be followed by colleagues from Mold, Deeside, Coedpoeth Community Safety and Gresford.

Work began on the £16.7 million facility for Wrexham and Flintshire in January 2017. Built on the former Sharps factory site, it has an impressive 60 kilowatt solar array on the roof, rainwater harvesting for washing police vehicles, smart lighting to conserve energy

and sunlight shafts so that the pre-cast internal custody cells receive natural light.

The project has won two categories at the Construction Excellence Wales Awards, and the Force intends to share the approach and success of the project with, among others, the Home Office to benefit other command and custody facility projects.

There are 32 cells in the light, bright state of the art custody facility, which 'opened for business' in early December. Elsewhere in the ECC, canteen facilities with vending machines offer fresh and frozen food along with cooking facilities and there are drink vending machines along with informal seating in the atrium and, for those who prefer to make their own, tea points on each floor.

There are two gyms – one with gym equipment and one for conducting bleep tests - and locker rooms.

So what lies ahead for the Bodhyfryd



site? After dominating the Wrexham skyline for more than 40 years, it's set to be demolished to make way for a supermarket. A new town centre police station will open in the former Oriel Gallery in 2019.

# Federation supporting our newest colleagues

Part of our role in the Police Federation is to speak to our newest colleagues, who are just embarking on their policing careers, 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 them as they commence on this new and exciting career.

We will, throughout their long careers, be there to support, guide and help in times of need and so, to reaffirm that the Police Federation will always be here when needed, we are honoured to now be invited to attend and celebrate with family and friends at passing out ceremonies. In October we were delighted to present the 'Student's Award' to PC 3412 Katie Bellis.

The Student's Award is special as the

winner is chosen 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 Katie, her peers said: "This person always notices when people are sad; they overcame challenges to be successful; always nice and funny; they have come along so much since the start; their confidence has come on leaps and bounds since the beginning; they are always so lovely and see the funny side."

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

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



North Wales Police Federation secretary Mark Jones presents PC Katie Bellis with her award.

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# Over 65? Remember your GIS cover will change

Serving police staff who are members of the Federation's Group Insurance Scheme are being reminded that when either the member or partner are due to reach 65-years-old their cover will change.

Under the scheme rules, when a serving member reaches 65 they must transfer to the retired officers' scheme which offers amended cover and a change in premium.

However, if the serving member has cover for both the member and partner and the partner reaches 65 prior to the member, then unfortunately the partner's cover will cease and cover will revert to single.

This does not affect members who are already part of the retired officers' scheme under which cover is in place until their 70th birthday.

Please refer to the Summary of Benefits Booklet for further information. This is available on the Federation intranet site or at [www.nwpolfed.org](http://www.nwpolfed.org). Alternatively, please contact either Sarah or Nicky at the Federation office on **01492 805400**.

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## Entries open for PSUK championships

The Police Sport UK  
- Indoor Sports  
National  
Championships 2019  
are on the horizon.

The  
championships,  
which consist of table  
tennis, snooker,  
billiards, pool, darts and ten pin bowling will  
take place at The Potters Resort, Hopton on  
Sea, Norfolk from 7 to 10 May 2019.

Any member wishing to participate in  
the event are requested to submit their  
names via email to John Davies, assistant  
secretary of NWPSA at [nwpsa@yahoo.co.uk](mailto:nwpsa@yahoo.co.uk)  
by no later than the 20 January 2019.

Further information can be obtained  
from the assistant secretary or the Police  
Sport UK Website - [www.policessportuk.com](http://www.policessportuk.com)



# Booking your 2019 holiday?

One of the most popular benefits of the Group Insurance Scheme is the comprehensive worldwide travel insurance cover provided by Aviva Insurance Limited., and there is therefore no need to take out separate insurance cover at the time of booking your holiday or prior to travelling.

It is very important that your holiday insurance provides adequate cover for your trip. The below is a guide to some of the more common questions from police officers, but for full details of the cover, or if there is anything about which you are unsure, you should always consult the full policy document or contact the Police Federation office for further guidance.

### Who is covered under the policy?

The scheme provides cover for you, your co-habiting partner and dependent children up to the age of 21 if they are in full-time education. Please note that children are only covered if they are travelling with you or your partner. Your partner can travel separately and still be covered by this policy.

### What is covered?

You are covered for holiday and leisure trips with a maximum duration of up to 60 days. For trips with a scheduled duration of more than 60 days you must arrange an extension of the cover which may attract an additional premium.

While you have worldwide cover, you will not be covered if you choose to travel to a specific country or region against the advice of the Foreign and Commonwealth Office.

### Health Warranty

Before you pay for your holiday or travel, you should ensure that you are familiar with the details of the Health Warranty. The details of the Health Warranty can be found on Page 2 of your travel policy. If you are unsure or wish further clarification please contact Philip Williams and Company on **01925 604421** during office hours or email [enquiries@philipwilliams.co.uk](mailto:enquiries@philipwilliams.co.uk)

### Emergency medical assistance

Getting treatment abroad in the event of a medical emergency can be expensive. While you have cover up to £5,000,000 for medical

emergencies that may occur while travelling abroad please note this is not a private medical health insurance policy. Private treatment will only be paid where there is no appropriate reciprocal health treatment in existence.

For trips in the EU you should ensure that you have the new European Health Insurance Card (EHIC). To obtain the card ring 0845 606 2030, pick up an application form from the post office or apply on line at [WWW.EHIC.ORG.UK](http://WWW.EHIC.ORG.UK). In the event of a medical emergency while abroad the medical assistance service must be notified immediately. The relevant contact number can be found on Page 2 of your travel policy under the section making a claim.

### Am I covered for sports and activities?

While you are covered for a wide range of sporting activities, there are exclusions for participation in high risk sports and leisure activities. There is no cover when participating in professional or organised sports, racing speed or endurance tests and dangerous pursuits. Prior to taking part in any sporting activity while on holiday you should ensure you are aware of any exclusion to the policy cover.

### Valuables and personal effects

A travel insurance policy is not designed to provide full cover for valuables and personal effects and there are maximum limits for any claim.

Valuables and personal effects are most effectively covered through your home contents insurance and you should ensure that you have appropriate 'all risks' cover prior to travelling.

### Making a claim

In the event that you do need to claim, please be aware that claims should generally be submitted within 60 days from the date of return and that original receipts and /or proof of ownership must be supplied. All material facts arising from the claim must have been disclosed.

If you are not a member of the Group Insurance Scheme but are interested in joining please contact the Police Federation office for further details and a joining form.



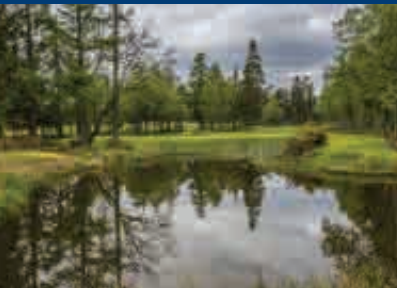
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# BED & BREAKFAST

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"What a lovely place to stay! We've really enjoyed our weekend at St Andrews. Beautiful grounds, relaxing lounges, lovely breakfast. Spotlessly clean room and friendly and helpful staff"

"Castlebrae is a stylish building in a great location and our room was first class. The staff were friendly and helpful. The selection and standard of food at breakfast was excellent."

Rooms are available for the remainder of this year up to and including the weekend of 14th December at Castlebrae (Auchterarder) and with more limited availability at St Andrews (Harrogate). Check availability and book on our website.

**2018 rates:**  
**£100 double/twin or £80 single**  
(Friday & Saturday nights inclusive).

### 2019 bookings open on 1st October

Bookings will open earlier this year to meet demand. Please note that for the 2019 season we will be increasing our room rates for the first time to £120 double/twin and £100 single (Friday & Saturday nights inclusive) to enable us to continue to meet costs and maintain the level of support to the charity. We look forward to welcoming guests both old and new and thank all NARPO members for their support with this venture.

*T&Cs apply and are available on our website.*

*For more information*

Visit: [www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org)

Email: [enquiries@thepolicetreatmentcentres.org](mailto:enquiries@thepolicetreatmentcentres.org)

Call: 01423 504448



The Police Treatment Centres



# The PTC: you won't be disappointed

**N**orth Wales Police Federation secretary Mark Jones has assured members who subscribe to the Police Treatment Centres that they won't be disappointed should they have cause to go there for treatment.

Mark visited the PTC's Harrogate base at the end of October this year to find out more about what happens there and see if it's really as good as it seems.

He explains: "We weren't disappointed. We began with a presentation about the history and ethos of the centres, but to be honest, we really just wanted to get to 'the tour'. What we noticed first was the attention and care exhibited by the staff, along with the feeling of calm in the whole centre.

"We were shown the clean, modern and fully equipped gym, which included an AlterG anti-gravity treadmill. If you've not seen one of these, it allows an individual to exercise without the effects of gravity, essentially allowing the user to exercise and build muscle much earlier in their recovery than

would be possible with conventional equipment. We were also shown the physio treatment room, the swimming pool, hydrotherapy pool, spinning studio and the gym.

"We were also given a 'tour' of the psychological wellbeing programme, a two-week structured programme designed specifically for serving officers with mild to moderate anxiety and depression, and stress-related issues. This is a relatively new programme for the PTC, but is already very well utilised. It encompasses group sessions in stress management, coping strategies, relaxation, sleep and mindfulness, group exercise sessions, individual counselling and complementary therapy sessions.

"Whatever your reason for going to the PTC, you'll find a place to relax and concentrate on your recovery."

To be eligible for treatment you must be a serving or retired police officer, special constable, PCSO or CDO and donate to the PTC.



## A great time to join the PTC

### If you sign up NOW you can access treatment at the Police Treatment Centres (PTC) straight away

For the price of less than three lattes a month (£7.80) you could have the comfort of knowing the PTC will be there for you if you are injured or ill, through treatment and support, including intensive, police-specific, physiotherapy and rehabilitation.

When you sign up there is normally an initial waiting time of 12 months before you can access treatment at the PTC.

But if you sign up between 16 December 2018 and 16 January 2019, you will receive an amnesty from this waiting time, and be able to access treatment straight away.

You may have an existing injury or issue that is affecting your ability to work, and it doesn't matter if your injury occurs on or off duty – it could have occurred playing football or even walking the dog.

PTC chief executive officer Patrick Cairns said: "I am very keen that as many police officers, PCSOs and CDOs as possible should have access to the PTC to benefit from our fantastic programmes that treat those suffering from both physical injury or wellbeing issues, and that we increase the number of police patients from North Wales that we currently treat.

"Please consult your colleagues who have been to the PTC and get their views and then take this opportunity to sign up to the PTC and access treatment immediately. I promise you won't regret it and you will ensure that the PTC is able to provide you with class leading treatment, when you most need it."

The Police Treatment Centres is a registered charity which provides treatment and support, including intensive, police-specific, physiotherapy and rehabilitation,

for injured and ill police family members. Treatment is offered free of charge to donating officers, PCSOs and CDOs.

### How the PTC helps you:

- Intensive, police-specific physiotherapy
- A wide range of fitness, wellbeing and strength classes
- Police-specific, personalised treatment plans
- Two-week structured psychological wellbeing programme designed specifically for serving officers including:
  - Group sessions in stress management
  - Workshops focusing on relaxation, sleep and mindfulness
  - Group exercise sessions
  - Individual counselling and complementary therapy sessions.

Sign up today by emailing [ssfpayroll@nthwales.pnn.police.uk](mailto:ssfpayroll@nthwales.pnn.police.uk) or visit [www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org)

## The Police Treatment Centres – do you donate?

**If you don't already donate to The Police Treatment Centres (PTC), did you know it's as easy as one email to sign up?**

If you're a serving police officer, PCSO or CDO you can begin donating by simply sending an email to the SSF payroll inbox requesting to join the PTC and quoting your payroll number. Deductions will begin from your next month's pay.



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**Ben Evans**  
Senior Associate  
in Family Law at  
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# Things to think about if you are considering a divorce in the New Year

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



January is a time for making resolutions. It might be deciding it's time to kick a bad habit or get fit. But sometimes the beginning of a new year will be a point when you consider a change that will have a big impact on your life. What if that change is ending your marriage? Here are a few things to think about if divorce is on your mind in the New Year.

## Is it really over?

If you decide to go ahead with a divorce, you need to be sure that there is definitely no chance that the marriage can be saved.

The Christmas period can be both a joyful and difficult time of year. It may have been challenging for you if you have been on duty and this has caused a strain between you and your spouse.

A tough Christmas does not have to spell the end of a marriage and you and your spouse may be able to work through this together, or with the support of family and friends, or counselling services, such as Relate.

## When can I get a divorce?

Some people assume that they will not be able to divorce immediately, as there has been no particular reason for the breakdown of the marriage. Some people think that there has to have been an affair, or particular incident, to be able to start a divorce straight away, but this isn't the case.

If you have felt unsupported by your spouse, or feel that the two of you no longer make the effort to spend time together around your shifts etc, you could rely on this to prove to a court that the marriage is over.

## When should I make the decision?

If you have decided that you do want to go ahead with a divorce, we generally advise that you speak to a family lawyer sooner rather than later to ensure you are as informed as possible. Often the first question we are asked is how an officer can try to protect their police pension and taking action at the earliest opportunity can be very important.

A spouse has a claim to an ex-partner's income, capital and pensions on divorce and these will be based on their financial situation at the time of divorce and not necessarily at the time of separation. Your spouse is likely to be successful in

claiming against the value of your pension at the time of divorce, rather than its value at the time of your separation, i.e. a claim to more of your pension. For example, we acted for an officer who separated from his wife, but waited 13 years before dealing with his finances on separation. His wife might have achieved a 14 per cent share of his pension 13 years ago, but had an argument for an increased share of some 32 per cent, 13 years later.

## What about the children?

If you have children, you will need to try to agree an arrangement for them with your spouse, if you separate. The court is concerned with the welfare of the child in respect of any arrangements made. Parents are encouraged to agree a routine of care which is in a child's best interests.

You may find it difficult to reach an agreement with your spouse, or perhaps your complicated shift pattern is making it difficult to set out a regular routine. If this is the case, then you should seek legal advice and a referral to mediation can be considered.

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

## Heading towards retirement

The Federation, in association with Spillane & Co Wealth Management, is running four pre-retirement seminars in 2019.

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

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

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

These two days enable participants to

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

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

The two days cover:

- Preparing for the next stage of your life
- Adopting a different lifestyle and considering further employment
- Marketing yourself for the future
- A healthier retirement

- Your pension scheme
- Financial planning
- Investments
- Putting your affairs in order
- National Association of Retired Police Officers (NARPO)
- Dealing with your questions and concerns.

To promote an informal atmosphere and encourage group discussion, numbers are limited to 36.

If you're retiring in the next two years, and would like to secure a place, email

**FedAdmin@nthwales.pnn.police.uk**

The next courses available are;

**Monday 18 and Tuesday 19 March 2019**

**Monday 3 and Tuesday 4 June 2019**

**Monday 16 and Tuesday 17 September 2019**

**Monday 18 and Tuesday 19 November 2019.**

The seminars will be held at St Asaph DHQ.



POLICE

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## but how can you protect your future?

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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.

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\*154 clients responded to the survey

*"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, PWLLHELLI

*"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

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