

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



MARCH 2018

YOUR VOICE

**Federation
elections** – See Pages 6 and 7

Representing • Negotiating • Influencing

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Published by North Wales Police Federation,
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Designed and produced by XPR (UK) Ltd
www.xpruk.com

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Fully committed to looking after your interests



By Richard Eccles, Secretary of North Wales Police Federation

We all have one phrase that causes us to cringe a bit and, at times, feel under pressure, and at least four times a year I get hit with: "Julie wants to know when your article will be ready for the magazine."

Every time I promise that it will be ready sooner and then I struggle to pull together something original and relevant to the magazine's contents.

This time, as I scanned through the draft magazine, I was immediately struck by the many positives within the 28 pages and it made me reflect on where we are as your Federation locally.

As we head into the voting process for a new group of local Federation representatives, it was encouraging to see that we have more volunteers for the role than we have places to accommodate them.

I appreciate that for some of the candidates this will mean a disappointment but at least it should deliver an enthusiastic and motivated group of representatives to advise and

represent you in the future.

These elections are your real opportunity to shape the future of the local Federation and I would ask you to use your vote and support those who you feel are best equipped to look after you and your colleagues over the coming three years.

Do not under-estimate the level of support that the newly-elected representatives will face, as the snapshot of activity on Pages 14/15 will simply scratch the surface of the actual work being carried out on your behalf locally.

That level of support needs to be underpinned by specialist training and all the future representatives will get that training as we move forward.

While we do not put them all through the treadmill test as completed by Mark on Page 8, we do need people who have the strength and resilience to fight your corner.

In view of that challenge, we are constantly looking at the opportunities to deliver fresh training to equip your representatives.

In the last month, it was great to see 14 local representatives pass through Post-Incident Procedures training delivered by the Police Firearms Officers' Association which will guarantee that the interests of officers are fully protected in any incident of death or serious injury following police contact.

Looking forward, I am also planning further training with MIND Cymru to deliver more skills in relation to mental health within the workplace. Hopefully, that will deliver a more comprehensive 'wrap around' service for officers when used with our other services such as RedArc.

We are still heavily involved in national work around the Protect the Protectors campaign and efforts are ongoing to secure better legislation for emergency service workers attacked on duty; we will not fail in that regard.

Hopefully, you will appreciate how much we have in place and equally planned for the future to look after your interests.

Enjoy the magazine and I hope to write my next piece in plenty of time, including an update about your new group of local Federation representatives.

Have your say: take part in historic election



By Simon Newport, Chairman of North Wales Police Federation

As I sit down to write this article, I wonder what the future holds and whether this could be my last ever article for Your Voice.

I say that as at the time of writing this we are in the middle of our new reformed

elections; democracy will take its rightful course and that may mean I am voted out of position.

In relation to the new elections and reform of the Police Federation of England & Wales (PFEW), I have to say that I feel rather proud of being involved with the process from the beginning several years ago.

I do honestly believe that the PFEW has made massive progress from where it was to where it is today. There will always be the cynics who, regardless of evidenced reform, will still snipe and sneer at the Federation but, if my integrity is to be believed, I know the Federation is now a much more inclusive organisation representing all of us equally and professionally.

So, what of the review and elections?

Well, North Wales Police Federation will now have approximately 10 fewer representatives and those who are elected will cover the Force area which has been simply split in to West and East. Gone are the rank and area reps. Each rep, regardless of rank or job, will represent anyone requiring assistance. This, to many of us, will be the biggest noticeable change in the 'new world'.

It was clear from the very start of the review process that those in positions of power in the political spectrum seemed to think that the Federation was a sexy, sought-after position across the country. Well, that may be the case for some of the bigger police forces nationally, but the majority view is that it's most definitely not a sexy sought-after position and generally we have difficulty in attracting officers to join up to share their experience and expertise. Most officers don't need or want the Federation until a time of need which is totally understandable and wholly acceptable.

So, in a time of transition, I will draw this shorter than usual article to a close. I look back with a sense of achievement and pride in what has gone before over the past five years and I also look forward to the future which, as far as I can see, is very bright. I hope to be part of that future until it's my time to say goodbye to the organisation in two years' time.

Finally, I'd like to encourage you all to engage in the process of electing your new representatives. It's a two-minute process and nothing more than a few mouse clicks. It is the first time ever in the history of the PFEW that all members of police forces across the country have had the opportunity to elect their representatives at the same time.

Be part of history and use your vote.

Assaults bill backed by Welsh Assembly

The bill seeking to give police officers and other emergency personnel better protection from assaults has taken a further step forward with the Welsh Assembly backing the proposed new law.

Members of the Welsh Assembly Government voted at the end of February to allow the proposed UK legislation, which will lead to tougher sentences for those who attack emergency service workers, to take effect in Wales.

"This is very welcome news and a step in the right direction as the bill continues to make its way through Parliament in London," explains Richard Eccles, Secretary of North Wales Police Federation.

"Now we just need MPs to get behind the bill so that police officers, police staff and other emergency service workers are afforded better protection in law. In recent years, we have seen a growing number of attacks on the police and our emergency service colleagues and many have come to see these assaults as part of the job.

"They are not, and nor should they ever be. People who dedicate their lives to serving and protecting the public need protection too and should have a reasonable expectation that the law is on their side."

If enacted The Assaults on Emergency Workers (Offences) Bill, which received its second reading in the House of Commons last year, will:

- Introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties
- Compel those suspected of assault – including spitting - who may pose a health risk to undergo blood tests

- Make it an offence to refuse to undergo such tests, and
- Lay down tough sentences for those convicted of these new offences.

The bill is the culmination of the Federation's nationwide Protect the Protectors campaign which has won cross-party support from MPs and other partners.

Rhondda MP Chris Byrant, who is sponsoring the bill in Parliament, said: "An attack on an emergency worker is, in a sense, an attack on all of us because they're simply trying to save other people's lives. I just think that we need to say loud and clear that if you attack an emergency worker, we will not put up with it."

Calum Macleod, chair of the Police Federation for England and Wales, has welcomed the bill's progress. He explained: "The result in Wales this week is incredibly encouraging as it's what we have been working towards for the past few years. Getting support in the Welsh Assembly will hopefully move us a step closer to getting the result we need in order to help protect our members. Day in, day out, officers put concerns for their own safety behind their desire to protect the public and serve their communities.

"The law has to change to show how heinous it is to attack any member of the emergency services. It should never be the case that violence is accepted as 'just part of the job'. We will continue to push our Protect the Protectors campaign until the law is enacted and I hope that Members of Parliament in Westminster will continue to support these legislative changes and pass this legislation in April."

Local reps receive Post-Incident Procedure training

North Wales Police Federation arranged for workplace representatives to have extra accredited training in relation to Post-Incident Procedures (PIP) from the Police Firearms Officers' Association (PFOA) to ensure members across the Force area have access to the very best advice and representation.

The PFOA cares for those who are prepared to take on the huge responsibility of carrying a firearm or making decisions within the command structure of firearms operations. Members include firearms officers, strategic, tactical and operational firearms commanders, tactical advisers, Post-Incident Managers (PIMs), weapons issuing officers and retired officers.

The PFOA has its own training department offering unique training for the police service and private companies and is mentioned in the Authorised Professional Practice (APP) - Armed Policing with regard to the support for officers and their families.

The course was attended by local Federation representatives, PSD staff and a colleague from the Civil Nuclear Constabulary and aimed to prepare those attending to support, advise and represent members following a death or serious injury (DSI) as a result of police contact.

This bespoke Post-Incident Procedure Course for Police Federation Representatives is a key part of the skills required by your local representatives.

Rich Eccles, North Wales Police Federation Branch Secretary, said: "Looking after our colleagues is the primary role of any good Fed rep and I hope that following the course, delivered in partnership with PFOA, there will be greater resilience of North Wales officers equipped to represent officers when the worst happens."

Post-Deployment Procedure is an established practice clearly identified in the APP – Armed Policing, Post-Deployment which 'facilitates the investigation, ensures



Federation representatives take part in role play as part of their training.

integrity of process and that the Key Police Witnesses (KPWs) needs are addressed'.

The course equipped those attending with an understanding and ability to address, among other things:

- Article 2 ECHR Investigations
- Criteria for post-incident investigations
- KPWs

- Role of the PIM
- Anonymity of officers
- Welfare considerations
- Providing accounts and conferring
- Integrity and the role of the appointed officer.

APP, Post-Deployment offers guidance for police involved shootings but recognises the

process may be applied to other situations such as deaths in custody and serious injury traffic collisions involving police officers.

The skills acquired by those passing during the course are 'transferable' to any 'death in police contact' incident.

Guest speakers at the training included KPWs from previous DSI cases, investigators from the Independent Office for Police Conduct (IOPC) – formerly the IPCC - in addition to the two lead trainers who are experienced, occupationally and operationally competent in PIP.

Following the final examination and assessments, the attendees were presented with their certificates by Chief Inspector Jeff Moses who acts as lead PIM for North Wales Police.



Input from one of the trainers.



“ LOOKING AFTER OUR COLLEAGUES IS THE PRIMARY ROLE OF ANY GOOD FED REP AND I HOPE THAT FOLLOWING THE COURSE, DELIVERED IN PARTNERSHIP WITH PFOA, THERE WILL BE GREATER RESILIENCE OF NORTH WALES OFFICERS EQUIPPED TO REPRESENT OFFICERS WHEN THE WORST HAPPENS.



The reps who successfully completed the course.



Make sure you vote for your workplace representatives



Federation branches across England and Wales are now in the midst of the first round of elections under the new regulations introduced after Sir David Normington's review of the Police Federation of England and Wales.

Federation elections are usually held every three years but this year's are the first under a new process following the organisational reform under the review, the recommendations from which were adopted in 2014.

Under the new procedures, members will vote for their workplace reps and local chairs, as well as the national chair via an electronic voting system, which will be facilitated by the Federation's National Members' Database. In addition, there will no longer be separate rank committees at local or national level and the number of officials on the National Board will also be reduced.

All members of the Federation – as long as they were not suspended and had been a Federation member on 1 December (two months ahead of the nomination process opening) could put themselves forward for election as a workplace representative. And all members have the opportunity to vote.

The entry point for getting more involved with North Wales Police Federation is standing to be a workplace representative. If successful, they automatically become part of the Branch Council, which is made up of all elected workplace representatives.

BRANCH COUNCIL ELECTIONS:

Who can vote?

Any members can vote in their constituency as long as they were a member of the Federation two months before nominations open – so on 1 December 2017. Also, unless otherwise stated, you can vote in elections in which you are standing.

How do you vote?

Online voting opened on 1 March and is available until 21 March. A link has been provided to all members via their PNN email address.

How will the Branch Council election results be announced?

Once the voting period closes, candidates will be informed via email if they have been successful. Branches will also receive an electronic copy of the results, as will the national general secretary, who is the arbiter of the election process.

The results will be known on 28 March.

BECOMING A BRANCH BOARD MEMBER:

What is the next stage if I am elected as a workplace rep and become part of the Branch Council?

If you would like, you can then stand to be part of the Branch Board, which is elected from those making up the Branch Council.

Who can stand for election to the Branch Board?

Anyone who has been elected to the Branch Council, and the secretary, chair and any other extra members of the current Branch Board - so long as they have not stood unsuccessfully for election to the Branch Council - can stand as a candidate for election to the Branch Board.

How do I stand for election to the Board?

If eligible to stand, you can self-nominate via an online portal during the nomination period - a link will be provided to elected workplace representatives. Again they will need to fill in the online nomination form and sign the Standards and Performance Agreement.

Who can vote?

Anyone who can stand in the Branch Board election can vote, i.e. all the Branch Council.

How do I vote?

Voting will be online during the voting period - a link will be provided to those eligible to vote at the appropriate time.

Key terms, for reference, are:

- Federation branch – each police force has its own Federation branch
- Branch Council – all elected workplace representatives (reps) from a force make up its Federation Branch Council
- Branch Board – a smaller executive committee elected from the Branch Council.

Key dates in the North Wales Police Federation election process are:

1 - 17 February	Branch Council nominations open
1 - 21 March	Branch Council voting open
28 March	Branch Council election results
3 - 11 April	Branch Board nominations open
15 - 23 April	Branch Board voting open
27 April	Branch Board election results
1 - 11 May	Branch chair nominations open
14 - 30 May	Branch chair voting open
31 May	Branch chair election results

How will the election results be announced?

Once the voting period closes (23 April), candidates will be informed via email if they have been successful. Branches will also receive an electronic copy of the results, as will the national general secretary, who is the arbiter of the election process.

How is the branch secretary elected?

The branch secretary is elected by the Branch Board at its first meeting from among its members. Branches will conduct this election themselves.

How is the branch chair elected?

The branch chair will be elected by the members of the Force from among those just elected to the Branch Board. Those eligible to stand will receive an email link to the nomination portal so that they may self-nominate. Ahead of the voting period, members will be sent a link via their PNN email address giving them access to the voting platform so that they can vote.

How is the branch treasurer elected?

The branch treasurer need not be a full 'facilities time' officer, but they must be a member of the Branch Board and be elected by the Branch Board from among its members. It is for branches to determine how they elect the treasurer.

How are any other branch officers to be elected?

Branch Boards will determine whether they have, and how they elect, any other branch officers.

If you have any further questions, please contact the Federation office.



Workplace reps: a role profile

The workplace representative:

- Will provide direct guidance, advice and support to members
- Will act as the members' principal point of contact with the Police Federation of England and Wales.

Key responsibilities include:

- Communicating with members
- Acting as the local identifiable and accountable representation of the Federation in Force
- Looking after the welfare and efficiency of members locally
- Acting as the principal point of engagement with members
- Providing continued advice, guidance and support to members on any query or request that they may have e.g. misconduct issues, injustice in the

- workplace, health management
- Engaging with subject matter specialists in specific cases where appropriate e.g. legal, human resources, health and safety liaison officer
- Representing members at all appropriate meetings where requested e.g. misconduct meetings, during the resolution process
- Providing support to members in the completion of all appropriate paperwork e.g. post-incident procedures.

Workplace representatives are encouraged to attend training courses – including some at PFEW HQ in Leatherhead, both internally and externally, to develop skills.

Key competencies include:

- Experience using modern IT systems
- Willingness to learn, with enthusiasm to

establish, develop and maintain skills and experience while carrying out the role

- Strong interpersonal skills
- High emotional intelligence and listening skills to relate, empathise and engage with members
- Ability to respond efficiently to a range of ad hoc requests
- Proactive and forward thinking e.g. always identifying what can be done to improve functions and activities
- Time management skills
- Advocacy skills
- Have the ability to engage with individuals at all levels of the organisation, up to senior management level, where appropriate.

Direct entry: a dangerous game of fantasy

By Mark Jones, North Wales Police Federation representative

There are so many issues in policing at the moment it is really very difficult to pinpoint one to write about in this issue of Your Voice, however, when I saw a post on the North Wales Police Facebook page advertising the Direct Entry Inspector Programme, a clear winner was found!

The sales pitch for attracting new inspectors reads: "We are looking to identify and develop those with exceptional ambition, determination and vision into the senior ranks of the police service. This programme opens up a direct entry point to North Wales Police, at a management level, for exceptional individuals with proven leadership skills and supervisory experience, to bring new perspectives and diverse backgrounds to support the continuous development of North Wales Police."

Speak to any police officer who has been through the promotion process and I defy anybody to say it was a 'piece of cake'. It takes much hard work, knowledge and, critically, policing experience. If you put the hard work in then the rewards are there to be had. Mind you I say 'rewards' but they are very few and far between.

This latest fad by the College of Policing looks set to completely obliterate that critical policing experience from its supervisory and management structures. We all question sometimes how an individual boss has got to their position but, love them or loathe them, they have all been constables at one time, worked on the front-line and learnt their 'trade'. This is not something that can be assessed on a glowing application form or a degree alone - don't get me started on them, I'll save that for next time!

I've said this before: policing is a vocation. You have to want to do it for all the right reasons. It's a cliché but in police officer recruitment I'm sure the phrase 'I want to make a difference and help people' has been used countless times. However, it

is absolutely what we join the job to do. But to actually know how to make a difference and help people you need to learn the basics first.

I have serious reservations about this programme. Before anyone gets on their high horse, I'm not referring to individuals per se, more so the notion and concept of this scheme. I'm sure there are some exceptional candidates out there who would bring a vast wealth of knowledge and new insight into policing but this needs to be done via the existing recruitment routes. There are also questions surrounding where any direct entry inspector would be posted. Would this be in a front-line role in which they have little or no experience or will it be into a back office function where you would query whether it was suitable for a warranted officer to be placed?

This is not the first time that North Wales Police has explored the direct entry route, however, on the previous occasion no suitable candidates were recruited. This should have been a clear message that the scheme is not workable. It's also interesting to note that the Metropolitan Police, the largest force and recruiter of direct entry candidates, has now suspended its DE programme pending a full review. Worryingly, the College of Policing has failed to release any findings into the evaluation of the scheme so there is still a huge question mark over whether it has been a success.

The Direct Entry Programme is nothing short of a kick in the teeth for all those who have worked extremely hard to earn their promotions in the police. Policing is not a game. It is a profession that deals with people whose lives are at their most vulnerable. I agree that we need strong, diverse and competent leadership in the police but not at the cost of cutting corners and taking short cuts. In the infamous words of Private James Frazer from Dad's Army: "We're doomed!"

Fitness tests are here to stay



Mark Jones completing the treadmill test.

By Mark Jones, North Wales Police Federation representative

Being a Federation rep, I felt it was important that I understood and experienced the Chester Treadmill Police Walk Test (CTPWT) which is now the official alternative to the 15-metre multi-stage fitness (bleep) test.

So, after completing my two-day Personal Safety Training refresher, I asked if I could give the treadmill test a go.

With a brisk 6km an hour walk, the treadmill gradient increases by three per cent every two minutes cumulating in a 12 per cent gradient for the last two minutes up to the finish after 10 minutes.

I'll admit that I did have an unflattering sweat on at the end and the test was more challenging than I was first expecting. The alternative test is only there for those who, on medical referral, cannot complete the bleep test. It is an alternative test, not an easier test!

Given the free choice, I would opt for the bleep test any day. After three and a half minutes the bleep test is over but, with the alternative test, you have a full 10 minutes to endure. My advice to all would be: the police fitness tests are here and are here to stay. Do what you can, when you can to look after yourselves to keep fit and healthy.

MRU: a huge success for the Force and its staff

As a first-time contributor to the magazine, I should introduce myself. My name is Tony Latham and I'm one of five sergeants working within the MRU. I have 28+ years of service in North Wales Police; the last 18 as a sergeant and temporary inspector.

Almost all my service has been on the front-line in response (patrol) roles, firearms and ARV, community policing, custody and the control room. I was elected onto the Federation in February 2016, so there are two anniversaries this month as the MRU celebrates its first birthday.

I'm a health and safety representative, critical incident de-briefer, mental health peer supporter and workplace mental health champion. I am soon to train as a Post-Incident Manager and shortly will be trained in conduct and performance so I can better advise and help members going forward.

The MRU is not a new concept, versions of it have been attempted in policing before with varying degrees of success, depending largely on the depth and variety of knowledge held by the staff, adequate training and experience of those leading the teams.

Firstly, the MRU is not perfect. Nothing is; otherwise we'd never see change in any organisation or team but it is evolving and adapting.

There are four teams, each averaging seven team members. With an inspector

and the sergeants, it amounts to 34 staff made up of supervisors, constables, PCSOs and police staff investigators. This is less than two per cent of constables.

Putting that in perspective, the MRU currently handles 46.3 per cent of all crime committed in North Wales. In 2017/18, we have handled 31,295 calls for service of which 26,545 have not required officer deployment.

We've also dealt with 1,049 dissatisfactions that previously would have been tasked to patrol sergeants and inspectors to deal with. You will still deal with a few dissatisfactions but the numbers are significantly lower and only when it is appropriate for LPS/SNT to deal.

MRU manages the majority of medium and low risk missing persons at the initial stage from the sergeants reviewing the circumstances and tasking MRU staff, identifying initial enquiries, tasking other departments and organisations to help. MRU officers then commence iTrace records, CID 16s, hospital checks, media releases and so on.

The MRU sergeants will also designate people reported missing as absent or truant in the right circumstances or put the onus back on the reporting party to do more of their own enquiries before police involvement, again where the circumstances are right following a review of THRIVE (A).

If you remove missing people and dissatisfactions from the equation; MRU has still dealt with almost 22 per cent of Force demand using low numbers of staff and removing a huge burden from the front-line and dispatchers in the FCC.

Moving forward, work is in progress to simplify the RTC process and associated administration to allow the MRU to deal with more simple RTCs from within the unit. This will save officers more time to deal with priority crime, arresting suspects and preventing crime and disorder.

During the summer and autumn of 2017, the demands on the MRU were huge. It was not uncommon for staff to be faced with a screen overflowing with requests for service. Sometimes more than 200 events with just six or seven staff working.

To their credit, the staff just got on with it, dealing with the older events first and prioritising others when needed to reduce risk and reduce reports of dissatisfaction.

In conclusion, I have to say that the MRU has been, and will continue to be, a huge success for the Force but more importantly for the wellbeing of all front-line staff, who remain under pressure every day and have my undying support and admiration.

I am proud to be working with you all. Get in touch or come to see what we do, you're more than welcome and a brew will be arranged. Stay safe.

Pensions update

The judgements in appeals launched over changes to firefighters' and judges' pensions do not warrant the Police Federation of England and Wales (PFEW) taking further legal advice on the police Career-Average Revalued Earnings (CARE) pension introduced in 2015, according to Federation general secretary Andy Fittes.

Employment Appeal Tribunal rulings on the firefighters' and judges' pensions were published on 29 January 2018 and the Federation has considered the impact of these on the police scheme. Previous legal advice had led PFEW not to mount its own challenge to the new arrangements.

In a statement, the general secretary said: "There is nothing in the judgements which changes the Federation's policy position or that warrants us taking further legal advice at this point."

The cases brought on behalf of firefighters and judges did not challenge the introduction of the new CARE pension schemes themselves but the introduction and form of the transitional arrangements brought in at the same time.

The general secretary explained: "We will continue to monitor the situation to see whether the Ministry of Justice or the FBU decide to appeal the EAT rulings or what next steps they take. We continue to believe that transitional protections are a good thing and are deeply disappointed that this case may have consequences that the litigants did not anticipate, and that would cause pension scheme members to lose money.

"We believe it is important that we act in the best interests of as many of our members as possible. We believe transitional protections offer a better pension for more members.

"The judges' position is different in many respects from the police position. However, it remains to be seen whether – in fighting the one common element of schemes, the transitional protection – the litigants have opened the door to poorer pension provision in the public sector."

For more details and further background visit the national Federation website at polfed.org



Force needs to be clear on promotion process



For those of you who don't know me, I am Inspector Ceri Hawe from the Managed Response Unit. I have been a Federation representative for more than four years now and, during that time, have been involved in lots of different issues for varying ranks, genders and departments.

Things are changing at a rate of knots at the moment in North Wales Police with lots of promotions and sideways moves, along with opportunities for officers to go on the Operational Improvement Programme. It will be really interesting to monitor how things progress with the programme and what comes out of it. It's a massive undertaking and I trust the Federation, along with UNISON, will be kept in the loop and consulted before any recommendations are implemented.

Where I work in OSS in the control room, we have had a new entire command team over recent months. I have never known this before. I think it would be nice to now have some stability across the force in senior ranks, as there seems to have been no end of changes recently to all the Senior Management Teams.

This just didn't happen years ago when you would have the same superintendent, chief inspector or inspector for years. I do think it's unsettling for staff to have such a high turn-over of management all the time and would encourage the Force to look for some commitment to roles rather than moving managers around as quickly as it has been doing.

How can you truly get to grips with an area of business in a matter of months? We talk a lot about threat, harm, risk and vulnerability. Surely, with so many moves all the time, this increases organisational risk and wipes out any corporate memory?

We are now going into yet another round of promotion processes, this time for the sergeant to inspector rank. Following much speculation about an interview being re-introduced to the selection process, it's been confirmed that they are staying with a paper-based selection process. I know there will be a sigh of relief from pretty much all the officers concerned.

The National Police Promotion Framework is still a new process here in North Wales and one which we have not yet got right as a Force. The Force needs to be very clear on what the process is and how it will be managed and implemented. This needs to be communicated clearly to staff in advance of the process along with the policy that applies.

This is to ensure transparency for the process and that it can stand up to any scrutiny. The Force should manage staff's expectations from the outset and, once they have been successful in going into the NPPF pot, keep them fully updated on a monthly basis - or more often if required - as to what it means for them and what they can expect to happen and in what timeframe.

I have been involved with officers who had not been afforded the courtesy of knowing what was happening with them or when and if they were going to be posted and it has caused them distress, when it needn't have done if it had been done correctly. Going for any promotion or new job is stressful enough without any other contributing factors.

So, come on North Wales Police, the gauntlet is down. Please can we get through the next process and postings with no dramas?

To be continued...

“ HOW CAN YOU TRULY GET TO GRIPS WITH AN AREA OF BUSINESS IN A MATTER OF MONTHS? WE TALK A LOT ABOUT THREAT, HARM, RISK AND VULNERABILITY. SURELY, WITH SO MANY MOVES ALL THE TIME, THIS INCREASES ORGANISATIONAL RISK AND WIPES OUT ANY CORPORATE MEMORY?

Mae'r cwrs Cymraeg yn cynnig cyfle unigryw ac unigryw

By Jason Higgins, North Wales Police Federation representative

Mis Tachwedd diwetha mi wnes i weld yr e-bost sydd hysbysebu cyfle i fynychu cwrs preswyl lefel tri yng Nghanolfan Iaith Nant Gwytheyrn. Mae'r llefydd wedi cael eu noddi gan Lywodraeth Cymru ac yn rhad ac am ddim.

Mi wnes i ail-anfon e-bost i'r staff fi ond dim ymatebau. Mi wnes i meddwl, ofyn i fynd ar y gwrs neu na? Mi wnes i anfon e-bost i'r bos fi, sy wnaeth dweud ie. Mis Ionawr wedi dod a mi wnes i gyrraedd yn Y Nant ar bore dydd Llun wlyb, oer a gwyntog.

Ro'n i'n nerfus iawn. Faswn i deall digon o Gymraeg? Faswn i medru siarad digon o Gymraeg? Ro'n i'n siŵr pob eraill basen nhw bod yn rhugl. Wnes i ddim angen i boeni. Y dosbarth fi wedi cynnwys hen ffrindiau ac rhai wynebaw newydd. Mi wnaeth pawb yn teimlo yr un fath, roedd pawb yn cynorthwyol ac calonogol. Swyddogion a staff yr Heddlu o draws y Gogledd.

Yn ystod yr wythnos dyn ni wedi gael y cyfle i adolygu ac ymarfer ein Cymraeg lafar ac adeiladu ein hyderus i ddefnyddio'r iaith yn y gweithle. Hefyd wnaethon ni dysgu amdano'r hanes o'r chwarel Nant Gwytheyrn ac yr hanes a dyfodol o'r iaith.

Ar y bore dydd gwener daeth Meic Raymant i'r Nant i glywed ein cyflwyniadau. Doedd y gwrs ddim ond llawer o waith ond llawer o hwyl hefyd. Diolch i Tom Prytherch, Kate Turton, Kate Williams and Sally Mulvaney, PCSOs Gail Starr and James Aston and Malcolm Hughes, Lorraine Davies, Diane Jones. Alan Brown ac, wrth cwrs, ein tiwtor, Cefin. Diolch i'r adran hyfforddiant iaith Cymraeg am wneud y trefniadau.

Baswn i gymell unrhyw berson sy'n eisiau gwelliant eu Cymraeg i gymryd y cyfle hon yn y dyfodol. Roedd yn cyfle defnyddiol ac unigol. Os hoffech chi ymarfer siarad Cymraeg mewn ffordd llai ffurfiol, mae Rhingyll Tom Prytherch o'r SNT West Conwy yn trefnu Cerdded Cymraeg, cyfle i welliant eich iaith a ffitrwydd yr un amser.

Welsh language course offers a useful and unique opportunity

Last November, I saw the e-mail advertising an opportunity to attend a level three residential course at the Welsh Language Centre in Nant Gwytheyrn. The places had been sponsored by the Welsh Government and were free.

I forwarded the e-mail to my staff but there were no takers. I thought; do I ask to go on the course or not? I sent an e-mail to my boss, who said yes. January had come and I arrived at the Nant on a wet, cold and windy Monday morning.

I was very nervous. Would I understand enough Welsh? Could I speak enough Welsh? I was sure that everyone else would be fluent. I did not need to worry. My class included old friends and some new faces. Everyone felt the same, everyone was helpful and supportive. Officers and staff from across the Force.

During the week we had the opportunity to revise and practise our spoken Welsh and build our confidence in using the language in the workplace. We also learnt about the history of the Nant Gwytheyrn quarry and the history and future of the language.

On the Friday morning Meic Raymant came to the Nant to hear our presentations. The course was not just a lot of work but a lot of fun as well. Thank you to Tom Prytherch, Kate Turton, Kate Williams and Sally Mulvaney, PCSOs Gail Starr and Jamie Aston and Malcolm Hughes, Lorraine Davies, Diane Jones, Alan Brown and, of course, our tutor, Cefin. Thank you to the Welsh Language Training Department for making the arrangements.

I would recommend anyone to take this opportunity in the future. It was a useful and unique opportunity. If you would like to practise your Welsh in a less formal way, Sergeant Tom Prytherch of West Conwy SNT organises Cerdded Cymraeg, an opportunity to improve your language and fitness at the same time.



Gwarchod y Gwarchodwyr (a'u teuluoedd?)

Gan Trystan Bevan, Cynrychiolydd Ffederasiwn Heddlu Gogledd Cymru

Bu'n flwyddyn bellach ers i ymgyrch 'Gwarchod y Gwarchodwyr' ei sefydlu gan y Ffederasiwn. Gwelwyd cryn newid o fewn y cyfnod hwn. Cyflwynwyd Deddf Ymosod ar Weithwyr Gwasanaethau Brys gerbron y Senedd Hydref ddiwethaf a dderbyniodd gefnogaeth gref ac unfrydol gyda'r gobaiith y bydd yn ei lle erbyn Y Pasg

Yn anffodus yr hyn sydd wedi aros yr un fath yw bod heddwision yn parhau i gael eu bygwth a'u hymosod arnynt yn ddyddiol. Nid yw hyn yn dderbyniol. Mae'n rhaid i hyn newid. Bydd newid yn y ddeddfwriaeth yn golygu y bydd deddfydu llymach ar gyfer unigolion sy'n ymosod ar weithwyr gwasanaethau brys.

Ond os yw'r ddeddfwriaeth am lwyddo rhaid gael cefnogaeth a chydymffurfiaeth gan nid yn unig y cyhoedd rydym yn delio â hwy yn ddyddiol ond Gwasaneth Eryl Y Goron a'r llysoedd yn ogystal.

Mae'n ffaith brawychus a digalon fod nifer o Heddwision yn dilyn ymosodiad yn y gweithle yn dioddef anafiadau a salwch a fydd yn cael effaith hir dymor ar eu bywydau hwy a'u teuluoedd. Rydw i fy hun wedi derbyn profiadau annymunol ble mae aelod o'r cyhoedd wedi ymosod arnaf fel y bydd y mwyafrif llethol o fy nghyd weithwyr. Boed yn foesol neu'n anfoesol rwyf wedi derbyn bod hyn yn rhan o'm swydd. Mae rhywun yn rhoi'r iwniform ymlaen ar ddechrau shifft yn llwyr ymwybodol y dylid disgwyl yr annisgwyl gan lwyrr dderbyn efallai y bydd ymosodiad yn anochel. Rwy'n falch iawn o gael ategu bod Heddlu Gogledd Cymru yn rhoi adnoddau a chyfarpar o ansawdd uchel yn ogystal a'r hyfforddiant a'r sgiliau o'r radd flaenaf sy'n f'arfogi i ddelio gyda phob math o amgylchiadau.

Yn ddiweddar fe'm galwyd i ddelio a sefyllfa ble roedd dyn yn ymosod ar nifer o bobl yn y stryd. Roedd y dyn o dan ddylanwad alcohol a chyffuriau. Roedd yn 6 throedfedd, 6 modfedd o dal ac yn sicr ymhlith y mwyaf a chryfaf imi ddod ar ei draws!!

Wedi imi gyrraedd y lleoliad roedd y gŵr yn hynod fgythiol gydag unrhyw un oedd yn mentro yn ei ffordd. Gydag aelodau o'r cyhoedd yn rhedeg am eu bywydau mewn ofn, pan gyrrhaeddais i, roedd disgwyl i mi ddelio a'r sefyllfa. Nid yn oedd yn opsiwn i mi redeg i ffwrdd rhag imi gael fy anafu. Fy swydd ac fy nyletswydd oedd amddiffyn y cyhoedd. O dipyn i beth wedi cryn gyfaddawd a defnydd o'r adnoddau oedd gen i fe gafodd ei arestio a'i roi gerbron y llys. O ganlyniad roeddwn i deirawr yn hwyr adref y noson honno.

Y bore canlynol gofynnodd fy ngwraig beth oedd yr achos imi fod mor hwyr adref. Adroddais yr hanes yn gryno gan fwrw fy mol oni bai am y cyfarpar oedd gen i, byddai'n hawdd i mi fod wedi f'anafu'n ddifrifol. Y noson honno, wrth i mi baratoi i fynd i'r gwaith roedd fy mab bach chwech oed yn erfyn arnaf i mi aros adref. Roedd hyn yn annisgwyl gan ei fod wedi hen arfer fy

ngweld yn gweithio shifftiau. Gan holi ymbellach roedd yn amlwg ei fod wedi bod yn clustfeinio ar y sgwrs a gefais gyda fy ngwraig yn gynharach ac yn hynod bryderus. Ceiswyd ei ddarbwyllo gorau bosib nad oedd ganddo ddim i'w boeni yn ei gylch ac y byddai Dad adre'n saff yfory.

Fe es i i'r gwaith gyda geiriau fy mab yn pwyso'n drwm ar fy meddwl. Wrth fwrw bol gyda fy nghydweithwyr cefais gryn syndod wrth weld eu hymateb gyda phob un ohonynt yn datgan eu bod wedi wynebu profiad cyffelyb. Fe gyfaddefodd un Heddwes bod ei blant, a oedd yn eu harddegau, wirioneddol wedi'i chael hi'n anodd ymdopi wedi iddo gael ei ymosod arno'n ddifrifol yn y gwaith. Roedd gwranddo arno'n adrodd eu profiad fel teulu'n affwysol a dyna beth a'm sbardunodd i ysgrifennu'r adroddiad hwn. Rydym wedi bod yn ddiodefwyr tawel, goddefgar ac anwelwdig ers gyhyd – rhaid i hynny newid.

Mae un o blant yr Heddwes wedi rhannu'r profiad erchyll hwnnw ac mae'r effaith andwyol a ddiodeffodd y teulu'n amlwg iawn yma.

Yr Effaith Wirioneddol

Sioc. Dyna'r teimlad cyntaf i mi ei brofi ar ôl clywed bod Dad wedi cael ei ymosod, yr hyn oedd yn ei wneud yn waeth oedd ei fod wedi digwydd yng ngolau dydd. Roeddwn i mewn cyngerdd efo'r côr y noson honno ac yn disgwyl y byddai Mam a Dad yno i wyllo. Gwelais mam cyn i ni berfformio a holi "ble oedd dad?". Mae cael Dad yn gweithio yn hwyr yn rhywbeth yr ydym ni wedi hen arfer ag o yn ein tŷ ni gan bod Dad yn gweithio i'r Heddlu, ac felly dyna oeddwn i'n ei ddisgwyl y tro hwn hefyd. Doeddwn i'n sicr ddim yn disgwyl clywed, "mae o yn yr ysbyty ar ôl i ddynion ymosod arno yn ei waith".

Daeth y cyngerdd i ben ac i ffwrdd a ni am adref, yn amlwg erbyn hyn yn bryderus iawn am gyftwr Dad. Pedair awr yn hwyrach nag y dylai fod, braf oedd clywed sŵn y drws yn agor a chlywed bod Dad adref o'r ysbyty. Wedi holi Dad, cawsom wybod bod dau ddyn wedi ymosod arno tra yr oedd yn y gwaith. Gan mai pymtheg oeddwn i ac mai dim ond deuddeg oedd fy mrawd roedd hi'n naturiol nad oedd Dad am ddisgrifio gormod am yr ymosodiad fel nad oeddem yn poeni'n ormodol. Doedd dim angen disgrifiadau i ni sylwi ei fod mewn poen, a dywedodd yr ysbyty ei fod wedi torri asgwrn yn ei law. Bu Dad i ffwrdd o'i waith am oddeutu mis wedi hyn tra'n ceisio gwella wedi'r anafiadau.

Byddaf dal i gofio'r tensiwn yn y tŷ ychydig wedyn wrth i mi glywed Dad yn siarad gyda Mam. Nododd ei fod yn siomedig gyda phenderfyniadau nawddoglyd Gwasanaeth Eryl y Goron, wrth iddynt benderfynu pa achosion i ddwyn yn erbyn yr ymosodwyr. Roedd yn ddigalon am gryn dipyn o amser, yn enwedig gan na chafodd o'r siawns i fod yn bresennol yn y Llys wrth iddynt gael eu deddfydu. Dengys y ffaith na chafodd wybod am ddyddiad y deddfydu nad oeddent yn dangos llawer o barch na chydymdeimlad tuag ato.

Aeth nifer o fisoedd heibio a Dad yn ôl yn ei waith fel arfer. Roeddem oll erbyn hyn yn byw bywyd gan ddilyn y drefn arferol. Cofiaf ddod

adref o'r ysgol un prawn gan fynd i fy 'stafell ac edrych ar fy ffôn. Gwelais linc ar dudalen facebook y Daily Post â oedd yn ymwneud â achos Dad, a gan fod yr achos yn un mor bersonol i mi roedd hi'n naturiol i mi edrych arno. Teimlais yn sâl wrth wyllo'r fideo ac roeddwn erbyn hyn yn emosiynol. Daeth fy mrawd I fewn I fewn 'stafell a gweld y fideo hefyd. Gallwn weld ei fod wedi dychryn ac roedd golwg betrusgar arno.

Dwi'n cofio rhuthro i lawr y grisiau gan holi a oedd Dad yn ymwybodol bod fideo ei ymosodiad yn bla ar hyd y we. Gwyddai yn iawn ei fod yno ac wedi ei gorddi o'i herwydd, nid oedd yn hapus ein bod ni wedi ei weld fel yna. Gweithio nos oedd Dad y noson honno, a dwi'n cofio Mam yn dod i fy 'stafell wely gan boeni am fy mrawd. Dywedodd ei fod ofn ac yn methu a chysgu. Yr hyn oedd yn peri gofid iddo, oedd y posibilrwydd y byddai'r dynion yn dod i'r tŷ i chwilio am Dad. Ceisiodd Mam ei gorau i'w gysuro ond gallwn weld nad oedd hi'n hapus am yr effaith yr oedd y digwyddiad wedi ei gael arnom ni i gyd.

Nid dim ond effaith tymor byr gafodd yr ymosodiad arnom ni fel teulu chwaith, ond roedd poen tymor hir Dad yn ei dilyn I'n hatgoffa o'r ymosodiad. Anochel yw dweud ein bod ni oll yn dioddef effaith y boen yma, yn enwedig pan na all Dad hyd yn oed wneud y pethau bychain fel nofio tra oeddwn ar ein gwyliau. Gwaethygu wnaeth pethau yn enwedig wrth i ni ddarganfod fod effaith yr ymosodiad wedi achosi i ddisgwl ei wddf bwyso ar y nerfau. Bu rhaid i Dad gael llawdriniaeth ddifrifol ar ei wddf i drio lleddfu'r boen. Trist yw dweud nad oedd y tri mis ar ôl y llawdriniaeth chwaith yn rai hawdd gan fod symptomau Dad wedi gwaethygu ac felly anos oedd byw bywyd arferol ac roedd y straen yma i weld arnom oll.

Er hyn, wedi'r holl driniaethau: ffisiotherapi lleol, ymarferion corff, cyfnodau i ffwrdd yn Harrogate yn cryfhau, gwella wnaeth y symptomau a'r boen. Erbyn hyn mae Dad yn ôl yn ei waith a ninnau, gyda help y tabledi dyddiol i leddfu ei boen yn gallu byw bywyd heb weld effaith yr ymosodiad yn ormodol.

Y rheswm pennaf i mi ysgrifennu yr erthygl yma ydi; er mwyn codi ymwybyddiaeth fod anaf tymor hir ar aelod o'r Heddlu yn cael effaith llawer pellach nac ar yr unigolyn yn unig. Gobeithiaf y bydd Gwasanaeth Eryl y Goron a'r Llysoedd yn ystyried wir ddifrifoldeb yr achosion hyn ar yr unigolion a'u teuluoedd, ac y bydd hyn i'w weld yn y ffordd y caiff y troseddwy eu cosbi.

Mae clywed Heddwes yn galw am gymorth brys yn bur gyffredin ond gyda phob galwad mae'r profiad yn ddiryngol.

Rydym gam yn nes ac ar drothwy deddfwriaeth newydd fydd yn gwarchod y gwarchodwyr. Mae hi'n hen bryd i ddiodefwyr a'u teuluoedd sy'n aberthu'r eithaf er mwyn gwarchod ein cymunedau a'u pobl, gael llais. Rwy'n erfyn felly unwaith y bydd yn ei lle y bydd Gwasaneth Eryl Y Goron a'r llysoedd yn ei gweithredu er mwyn gwarchod, diogelu a thawelu meddwl nid yn unig Heddwision ond eu teuluoedd yn ogystal.

Protect The Protectors - and their families?

By **Trystan Bevan**, North Wales Police Federation representative

It's been a year since Protect the Protectors was launched by the Federation. As a result of this campaign, The Assaults on Emergency Workers (Offences) Bill was brought before Parliament last October and received unanimous support. Hopefully it will be in place by Easter.

Unfortunately, what has stayed the same is that police officers are still being threatened and attacked daily. This isn't acceptable. This has to change. A change in legislation will mean that harsher punishments will be imposed on individuals who attack emergency workers.

If this legislation is to succeed, it must have the support of not only the public we deal with daily but also the Crown Prosecution Service and the courts as well.

It is a frightening and depressing fact that many police officers, following attacks in the workplace, suffer injuries and illness that have a long-term effect on their lives and the lives of their families. I, like many of my colleagues, have had unpleasant experiences where a member of the public has attacked me. I have accepted this as part of my job. When I put on the uniform at the beginning of a shift I am fully aware that I should expect the unexpected and, unfortunately, on some occasions an attack is part of that. I'm very proud that North Wales Police provide officers with the resources and equipment as well as the training and skills to equip and prepare us for all kinds of situations.

Recently I was called to deal with a situation where a man was attacking several people in the street. He was under the influence of alcohol and drugs, was 6ft 6 and one of the strongest men I've ever come across! When I arrived at the scene the man was extremely threatening towards anyone who tried to get in his way. With members of the public running for their lives, I was expected to deal with the situation. It wasn't an option for me to run away in case I got hurt. My duty was to defend the public. Eventually, after a great deal of compromise and use of the resources I had, he was arrested and put on trial. As a result, I was three hours late getting home that night.

The following morning my wife asked why I was so late home. I told her what had happened and confessed that without the equipment I had with me I could have been seriously injured. That evening as I prepared to go to work my six-year-old son begged me to stay at home. This was unusual as he was used to me working shifts. I realised he had been eavesdropping on the conversation I had with my wife earlier and was very worried. We tried to convince him as best we could that he had nothing to worry about and that Dad would

be back safely the next day.

I went to work with my son's words weighing heavily on my mind. When I spoke to my colleagues, I was surprised at their reaction, all of them said they'd had similar experiences. One officer said that his children, both in their teens, found it difficult to cope after he was seriously assaulted at work. Listening to him telling his story was harrowing and that's what inspired me to write this. We have suffered in silence for too long – and that has to stop.

One of the officer's children shares that horrific experience below and the effect it has had on the family is quite plain to see.

The real impact

Shock. That's the first emotion I experienced after hearing that Dad had been attacked and what made it worse was that it happened in broad daylight. I was in a concert with the choir that night and I was expecting my parents to be there. I saw my mother before the performance and I asked "Where's Dad?" We're used to Dad working late because he works for the police so I thought nothing of it. I wasn't expecting to hear "Dad's in hospital, he's been attacked at work".

The concert ended and we went home, very concerned about Dad. Four hours later than usual, it was great to hear the door opening and seeing Dad was back from hospital. He told us that two men had attacked him while he was at work. As I was 15 and my brother only 12, it was only natural that Dad didn't want to go into too much detail so that we didn't worry too much. We could see that he was in pain and had broken a bone in his hand. Dad was off work for a month while recovering from his injuries.

I still remember the tension in the house a while later when I heard Dad talking to Mum. He said he was disappointed with the Crown Prosecution Service's patronising decision as it decided which cases to bring against the attackers. He was disheartened for quite a while, especially as he didn't get the chance to be present in court when they were sentenced. The fact that he wasn't told about the day of the sentence shows that the CPS didn't show any sympathy towards him.

Many months went by and Dad was back at work. We were all back to normal and our lives were back in the old routine. I remember coming back from school one afternoon and I went to my room to look at my phone. I saw a link on the Daily Post's Facebook page which told Dad's story and because the case was so

personal to me it was natural for me to look at it. I felt ill looking at the video and by now I was very emotional. My brother came in to my room and saw the video as well. I could see he was frightened and worried.

I remember running down the stairs to ask did Dad know that a video of his attack was on the internet. He knew that it was there and he wasn't happy that we had seen him in that way. Dad was working nights and I remember Mum coming to my bedroom worried about my brother. She said he was frightened and couldn't sleep. What was worrying him was the possibility that the attackers would come looking for Dad. Mum tried her best to comfort him but I could see that she wasn't happy about the effect this was having on us all.

The attack didn't just have a short-term effect on us as a family; Dad's long-term pain constantly reminded us of the attack. We all suffered his pain especially when he couldn't do little things like swimming when we were on holiday. Things got worse when we realised that the attack had caused nerve damage in his neck. Dad had to have a serious operation on his neck to ease the pain. It's sad to say that the three months after the operation wasn't easy as Dad's symptoms got worse and normal life became more difficult with everyone feeling the strain.

Now, after many treatments: local physiotherapy, exercise, time off in Harrogate recuperating, his symptoms have improved. By now Dad is back at work taking daily painkillers and not suffering greatly from the attack.

The main reason I am writing this article is to raise awareness that a long-term injury to a police officer can affect far more than just the individual himself. I hope that the Crown Prosecution Service and the courts will consider how serious these cases are and the effect they have on individuals and their families and that this will be reflected in the way criminals are punished.

Hearing a police officer asking for emergency aid is quite common but every call is harrowing.

We are one step nearer new legislation that will Protect The Protector. It is high time victims and their families who give their all to protect our communities have a voice. I hope that once the legislation is in place the Crown Prosecution Service and the courts will legislate to protect, safeguard and give peace of mind to not just police officers themselves but also their families.

“ THE ATTACK DIDN'T JUST HAVE A SHORT-TERM EFFECT ON US AS A FAMILY; DAD'S LONG-TERM PAIN CONSTANTLY REMINDED US OF THE ATTACK. WE ALL SUFFERED HIS PAIN...



Your Federation: a busy year of working for members

Once again, it's been a busy year for your local Federation, representing, influencing and negotiating on the behalf of all members, from those who are new in service, right though to those who are retiring.

We spoke to eight new intakes in 2017, advising new officers what the Federation does for members, highlighting the special nature of probationary constables and Regulation 13, raising awareness of the Group Insurance Scheme, highlighting the features for all members (we offer new constables a 24-month free period of membership unless they have received a free membership period as a new PCSO), and providing details and benefits of the Police Treatment Centre.

The Force, including its most senior management, continues to recognise the importance of having the Federation

involved and consulted on major policy and procedural changes. This ensures that decisions taken by the organisation are subject to intense scrutiny to safeguard officers' wellbeing and welfare.

Last year, the Federation attended more than 420 meetings, both at a national and Force level. These included – though this is not an exhaustive list – meetings for: promotions appeals; Ethics, Leadership and Culture; wellbeing; screening panels; the Force Executive Board; Financial Savings; misconduct; grievance; Welsh; Tactical Citizens in Policing; PSD; Employment Tribunals; funerals; member services, Redeployment and Recruitments Board.

More so than ever, it's vital that your voice is represented to the organisation. We've been involved in the introduction of the new Chester treadmill test (see Mark's

article on Page 8), an essential alternative for those officers who are unable to undertake the standard bleep test.

The Federation in North Wales scheduled 60 surgeries covering wills, family law, mortgages and other areas that required specialist legal advice.

We've also been pushing to achieve the best deal for you – from equipment to member services, and we've increased the portfolio of services available to officers and police staff – including equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services. Take a look at our website to find out more, and make sure you sign up to the MSG Federation email group to keep up to date with the latest offers.



We held a successful open day for member services in 2017, providing an opportunity for members to speak to a rep and find out more about the Federation. We also had a selection of member services on site so members could chat to providers and find out what is available.

In December, North Wales Police Federation took the decision to provide access to RedArc to all officers. RedArc is an independent nurse advice service that provides practical advice and emotional support for a wide range of conditions including mental health problems, work-related stress and musculoskeletal problems. The service is provided by personal nurse advisers who are all very

365 DAYS OF NORTH WALES POLICE FEDERATION

2017 AT A GLANCE...

Regarding Group Insurance, there were...

Over **130** breakdowns were attended.

Travel claims to the value of over **£15,000** were settled.

3 Critical Illness claims **£6,000** each.

2017

The Federation Office Team attended over **420** meetings.

60 surgeries (wills, family law etc) were scheduled.

1 Community Service Award.

85 NWP officers attended The Police Treatment Centres.

8 presentations were made to new recruits (police officers).

4 Pre-Retirement courses were held – all were fully booked.

1 Member Services day in St Asaph (where members services were available to talk to officers and staff for the day).

RedArc introduced for all officers (RedArc is an Independent Nurse Advice Service – also available to police staff who are members of the Group Insurance)

experienced, registered nurses. The feedback that we've received so far is that RedArc is providing a valuable service for officers, and if you'd like to find out more, please take a look at our website.

During 2017, 85 North Wales Police officers (seven retired) attended the Police Treatment Centres (PTC). The PTC is an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty. Attendance at the PTC is classed as duty time and if you don't currently pay into the PTC, please get in touch with the Federation Office for more details.

Our Group Insurance Scheme saw some changes in 2017 with the introduction of a new provider, Philip Williams & Co. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy.

To give you an idea of how our members benefitted from the scheme, in 2017 members called out the motor breakdown service more than 130 times, there were 54 travel insurance claims plus claims for personal accident, court compensation and convalescent benefit (for assistance with travel to and from the PTC). Membership of the Group Insurance Scheme is open to all police officers and police staff, and if you'd like to join please contact the Federation office.

2017 marked the 25th year of the North Wales Police Federation Community Service Awards. PC 201 Jim Jones picked up this



year's overall award and was a truly worthy winner of the trophy and bursary. Jim was recognised for his outstanding work as the Community Officer for Ysbyty Glan Clwyd Hospital, the community in which he has been the dedicated officer for many years.

Sergeant Vic Powell was nominated this year for his work with his team tackling the impact of legal highs on the communities in and around Wrexham town centre.

We attended the Force open day in September. It was a well-attended event that allowed us to let the public (and some officers!) know more about what the Federation does. We had an interactive 'game' available for the public to enable them to experience some of the time critical decisions that officers have to make on a daily basis. The feedback that we received highlighted how difficult and stressful an officer's role is.

We also held three roadshows to highlight the new election process and to encourage officers to consider nominating themselves to be a Federation representative.

As you may know, the Force stopped providing pre-retirement courses a few years ago, and the Federation took over the responsibility to provide this important service for officers who were approaching a massive milestone in their working lives. We held four courses in 2017. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

Looking ahead, 2018 is looking like another busy year. We're providing PIP training to reps, and planning is underway to train all reps in mental health peer support later in the year. We will continue to represent, influence and negotiate on your behalf, but it is a two-way process so we need you to talk to us – if you identify a risk, if you or a colleague is injured, if you're subjected to unjust treatment – and we will be there to support you.

The 2018 elections will be the first to take place using a new process recommended by the Federation's 2014 independent review. The new process allows members to vote for their workplace reps, local branch chairs as well as the national chair via an electronic voting system. The results should be released on 28 March, so don't forget to vote. Voting opened on 1 March. We'll send out full details of the results, and we encourage you to engage with the representatives for your area.

Finally, the Protect the Protectors bill (Assaults on Emergency Workers (Offences) Bill) is progressing through Parliament and will proceed to report stage on 27 April 2018 after which it will have its third reading in the House of Commons prior to progression to the House of Lords. You can keep up to date with progress via our Facebook and Twitter pages and, once again, don't forget to join our MSG Federation email group.

<http://www.nwpofed.org/>
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2018

Officers need a 3.4 per cent pay rise, review body told

Rank and file police officers should be given a 3.4 per cent pay rise in September this year, according to the Police Federation of England and Wales (PFEW).

The Federation has set out the reasoning behind this claim in a submission to the Police Remuneration Review Body (PRRB). As with previous years, the submission has been made jointly with the Police Superintendents' Association (PSA).

Andy Fittes, general secretary of PFEW, explained that the Federation's analysis of the economic circumstances meant the 3.4 per cent claim was considered to be in line with inflation and said the unconsolidated one per cent element of last year's pay increase should now be consolidated and should not affect this year's uplift.

"The Home Secretary must act on the independent advice of the PRRB: doing otherwise last year has undermined the credibility of the process, and the mechanisms that this Government introduced," he said.

The submission to the PRRB goes on to accuse the National Police Chiefs' Council

(NPCC) of a lack of transparency in the pay review process and says there is an implication that the NPCC's plans for pay reform are further progressed than the Federation understands them to be.

It also criticises a lack of engagement by the NPCC, a failure to bring discussions to the appropriate fora and a lack of involvement in the Police Consultative Forum in particular.

In addition, the NPCC's proposals for officer apprenticeship pay to start at £18,000 were considered "a derisory offer", which would "cause considerable hardship to any apprentice taking it up".

The Federation and PSA sees no reason to move away from their recommendation in last year's submission that apprentices should be incorporated within the existing pay scale.

"The NPCC has failed to provide proposals for time-limited targeted pay, despite the fact they have asked for targeted pay to be included two years in a row in the remit letter. We are dumbfounded as the NPCC has failed to provide any proposals, either in draft or final," the general secretary concluded.

Setting out the evidence

The 112-page submission to the Police Pay Review Body was sent to its chair, David Lebrecht.

It is the fourth time the Federation and the Superintendents' Association has made such a submission to PRRB, the body which replaced the Police Negotiating Board.

The submission sets out the two staff associations' concerns about the Home Secretary's remit letter to PRRB and, in some length, sets out its evidence in support of its case for the pay rise.

They draw on three main sources:

- **Evidence of the economic impact of wage freezes and the one per cent pay cap on their members**
- **Evidence of officers' attitudes to pay, the impact on morale, and officers' reporting of their working experiences such as workload – taken from their own member surveys**
- **Data from the Home Office regarding changes in the recruitment and retention of officers.**

The submission states that officers have already fallen significantly behind in the real terms value of their pay and argues officers should see no further decline hence the need for the 3.4 per cent pay rise.

"Over the period from 2010 to now, there has been a real terms gap in the value of police pay settlements (compared to RPI) across all ranks on the pay scales of about 16 per cent," the submission explains, "Last year the pay review body highlighted that the pay differentials between police earnings and the earnings of those in other groups such as associate professional and technical (APT) occupations had narrowed since 2010. Analysis of ASHE data for 2016-17 suggests that the real terms fall in police earnings since 2010 has been about four per cent greater than for those in APT occupations.

"Although pay settlements in the whole economy and private sector in the last two years continue to cluster around a median of two per cent there is growing evidence that wage growth will rise significantly in 2018. In this context police officer pay will be further squeezed on top of the current fall in real terms pay since 2010 of just over 16 per cent for all Federated ranks, 16 per cent for superintendents and 15 per cent for chief superintendents."

“ Last year the PRRB recommended a two per cent across the board uplift for officers. The Home Secretary and Government decided that this be one per cent consolidated and one per cent unconsolidated. This undermines the PRRB process that the Government introduced only four years ago; creates uncertainty for officers and human resources departments; and penalises officers for the NPCC lack of progress.

"Until the Government's decision, the NPCC were the only body who had ever asked for the uplift to be unconsolidated (in their second submission to the PRRB, in 2015), and we believe their rationale was in part to be able to reclaim and redistribute uplifts, should it seem necessary in order to fit the plans for pay reform.

"Further, the impression given to the public was that officers had a two per cent uplift last year. This was recommended at a time when public support for the police and recognition of their work was high (following terrorist attacks such as that on Westminster Bridge; Manchester; and Borough Market). It would be shameful if that award were now removed.

Excerpt from the submission to the PRRB

Detectives to be honoured at awards ceremony

Nominations are now open for the Police Federation National Detectives' Forum (PFNDF) annual awards.

Our detectives have undertaken a considerable amount of excellent work over the last 12 months. The PFNDF awards allow us to recognise the great work that our detectives do, and so we would like your help and support in identifying suitable nominees.

The award categories are:

Detective Investigation of the year

To be awarded to an individual, or team of detective officers that, in the judgement of the PFNDF, have demonstrated an outstanding ability in the field of detective work within a particular investigation, while having displayed the highest standards of a detective officer's skills and abilities. Any detective investigation in England or Wales is eligible to be nominated for this award at the conclusion of the case so that appropriate details may be publicised and therefore will only be eligible for inclusion for the year following the case conclusion.

Services to Detectives

To be awarded to an individual, group or organisation that, in the judgement of the PFNDF, has demonstrated continuous support for the role of the detective within the policing of England and Wales. Through this support, they have shown their commitment to encouraging the retention, development and/or welfare of warranted



detective officers.

New Trainee Detective Constable of the Year

To be awarded to a detective constable currently within their trainee investigation programme (PIP2) or who has completed the programme since 1 October 2013. The award criteria is to recognise significant personal development, resilience, tenacity, public service and outstanding investigation(s) of a new or recently qualified detective constable.

The Smarter Detective Award

This award is for detectives/teams of detectives whose work has provided an outstanding contribution to an investigation or public safety/reassurance having made significant use of technology, new policing tactics, intelligence. For a team nomination, the majority of nominees must be warranted detectives.

The awards ceremony will be on Thursday 11 October, at a venue to be confirmed.

PFNDF secretary Karen Stephens said the awards showcase the very best of

detective policing throughout England and Wales.

"They are an opportunity for us to shout about everything that is good about detective policing and to give credit where it is due. So, I would encourage anyone who knows of an individual or a team doing exceptional work in service of the public, who perhaps deserves that extra recognition, to take a moment to nominate them." Karen explains.

The awards form part of a two-day seminar for detective representatives, organised by PFNDF.

Last year's winners included a team from Thames Valley Police who tracked down members of an organised crime group which had profited in the region of £1 billion from mass corruption, blackmail, conspiracy to defraud, fraudulent trading and money laundering. Their painstaking work won Investigation of the Year and brought to end the criminal activity of the gang who had targeted small businesses across the UK, robbing victims of their livelihoods and homes.

This year's nominees will also follow in the footsteps of the national Services to Detectives Award joint winners, T/DCI Andrew Cunliffe, who dealt with the aftermath of the Manchester Arena bombing, DI Steven Nelson from Essex Police, who helps forces to improve victim support in child abuse cases and T/DCI Julie Henderson and A/PS Jason Hall from the Metropolitan Police who scooped the Smarter Detective Award for their innovative work in developing new technology to improve the forensic sampling of footwear.

Detective Constable Emma Kunne from Leicestershire Police won last year's New Trainee Detective of the Year Award for her work as a family liaison officer in the aftermath of a murder within a community where tensions were high.

Please send your nominations to Detective Chief Supt Steve Williams by 4 May 2018.

Response driving

The second reading of a bill offering better protection from prosecution for police and other emergency service drivers was due to take place in the House of Commons on 16 March.

"The current legislation means emergency service responders are vulnerable to prosecution for dangerous driving as it leaves no discretion to consider the high degree of specialist training they have undertaken," says Richard Eccles, Secretary of North Wales Police Federation.

"This means they are judged according to the standards of the 'competent and careful driver'. But, dangerous driving includes speeding, ignoring traffic signals and other manoeuvres carried out by emergency response drivers as they go about their duties serving the public and this means they find themselves facing prosecution even when they follow their approved training.

"The law needs to change so their training can be taken into account allowing officers to respond to calls for help without risking prosecution for simply doing their job."

The Federation's pursuits lead, Tim Rogers, has led the campaign for a change in the law.

He explains: "PC James Holden, a patrol officer from Hampshire, was charged with dangerous driving after pursuing a stolen van. The charges were brought by the Crown Prosecution Service and following review by Hampshire Constabulary despite there being no complaints made about the officer's driving, and no members of the public injured. A jury cleared PC Holden within two hours and the local Federation said the officer had been through '12 months of hell!'"

The Federation has the support of Sir Henry Bellingham MP who introduced his Emergency Response Drivers (Protections) Ten-Minute Rule Bill in Parliament on 19 December 2017. The bill received cross party support.



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Familiarise yourself with new data protection law

By Judith Roberts, head of IS & C

New data protection legislation is on its way. It has been making its way through Parliament and is due to become law in May this year.

The Force has been busy preparing to meet the new compliance requirements. The new draft legislation (the bill) is structured into seven parts, all of which are relevant to North Wales Police.

So why do we need a new Data Protection Act?

It's the digital age and there is so much more personal data 'out there' than ever before, on the Cloud and on social media, for example.

Technological advances make it easier to collect and utilise personal data: biometrics, profiling, drones and 'big data' etc. Cyber-crime is becoming more sophisticated with phishing, hacking, identity theft, key-logging and ransomware. The new Data Protection Bill has not only been updated to keep up with this digital age but to also give more empowerment to individuals to control their own personal data.

How is North Wales Police preparing for these changes?

Information is integral to our policing work and North Wales Police (NWP) takes its personal data responsibilities seriously – its confidentiality, its integrity and its availability at the point of need. Work has been ongoing for several months now.

This has included:

- Educating our senior managers, officers and police staff about the forthcoming changes and about what work is required in order to evidence compliance;
- Collaborating with other police forces and partner agencies discussing best practice, processes and indeed interpretations of the bill, and
- Reviewing our policies and procedures.

Information Standards & Compliance (IS & C) has hosted two forums which were well attended and proved to be very interactive sessions; much positive feedback has been received from attendees. An information mapping tool has been provided to business areas.

So, what are the changes?

It would be a very long article if all the changes were detailed. One that everyone will need to be reminded of is the reporting of personal data breaches. If personal data is deliberately or accidentally lost, damaged, destroyed or inappropriately disclosed, there are already NWP policies and procedures in place, such as Airwave radios.

The main legislative change is the timeframe for reporting to the Information Commissioner's Office (ICO) and the fact that it is mandatory in certain circumstances. NWP will only have 72 hours to consider whether a breach requires reporting so it is important that IS & C is informed immediately via the internal Information Security Incidents email address.

The relevant policy is being updated and will be circulated so that everyone can familiarise themselves with all the reporting requirements. The priority is to recover the situation and to reduce any impact on any individuals, on NWP business and to protect the Force network and the information it holds.

The breach could be anything from a lost USB device or Airwave radio to a misdirected email or letter; it could be a ransomware attack or a virus; it could be a physical intruder on police premises or it could be a data processor-related data breach. A data processor is contracted to process personal data on behalf of an organisation, for example, where a recruitment agency is contracted to provide a recruitment service. Once a data processor is aware of a breach, it is considered that the contracting organisation (NWP) should also be regarded as being aware.

The Information Commissioner will be able to fine an organisation up to £18 million.

Do you need to know about these changes and how do you find out more?

In a word 'yes', these changes are relevant to all. To find out more, speak to your SMTs and managers who will have received highlight reports or find out who is your business area point of contact as they will have attended one of the forums mentioned above. Keep

an eye on the intranet for updates. NCALT training should be available from May.

Contacting IS & C is always an option; any member of the team will be happy to help with your query. You can even have a look at the ICO website - ico.org.uk

Perhaps a quick summary of some more changes?

Increased obligations for organisations who will be required to demonstrate compliance (accountability) with all the data protection principles; it will raise the bar in terms of compliance requirements.

The definition of personal data will be broader and cover a much wider scope, for example, IP addresses, profiling.

Increased individuals' rights in respect of their own personal data.

Robust record management and information mapping is key. Basically, this means documenting what information is held where, why (legal basis), where it came from, who it is shared with (including collaborations) and how long it is held.

Where personal data is held by consent it must be clear what that consent means; the consent must be regularly refreshed.

Data protection by design - new ICT or new processes (express legal requirement) and data protection impact assessments (mandatory in certain circumstances). These can be linked to existing processes such as risk management and project management.

Privacy notices - where it is set out why personal data is being collected and what it will be used for - will need to be reviewed; some of this work will be undertaken centrally, for example, through MG forms; others will need reviewing locally.

What does it mean for you?

Firstly, don't panic! Yes, it will mean some work is required in all business areas but remember there has been data protection legislation since 1984 so NWP already has a really good foundation block to work from. Familiarise yourself with what is required, keep a look out for the updated policies and for the NCALT training.

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Police Decision Makers are already proving effective

Police Decision Makers (PDMs) have been introduced into the Force as part of the RMS Niche Two-Way Interface Project, under the Tri-force Niche Programme.

So the Force can link in with Merseyside and Cheshire on the same Niche platform, it needs to introduce the Two-Way Interface (TWIF). This basically means that we send documents to the CPS through the CJIT Exchange and the CPS sends back emails. The TWIF allows the CPS to send back tasks through the CJIT, which will populate RMS. TWIF is expected to go live by the middle of April.

It is expected that we will get a considerable number of tasks coming to us from CPS, a lot of which will be administrative rather than things that need action. The majority of tasks would end up with operational sergeants to manage. It was felt that this could considerably increase the demands on front-line sergeants and, if not managed, the outstanding task pot would grow exponentially. The PDMs, through this pilot project, will take on this responsibility 7am to 3am, seven days a week.

As well as the TWIF operational impact, the PDMs address two other issues.

More than 50 per cent of our submissions for charging advice to CPS/CPSPD before the pilot was launched on 29 January this year did not result in a charging decision, with a good number being rejected for lack of evidence. This has been highlighted locally and nationally as that this was causing significantly more work for CPS/CPSPD and leading to lengthy delays.

The PDMs will now quality assure all cases going to CPS and, when they are on duty, all cases going to CPSPD. They have also taken over the responsibility for sending



Pictured are (left to right) Sgt Jon Turton, Dave Roberts, Jim Staunton, Gordon Millar and Mike Barnard.

the file to CPS, which has a significant saving on time for operational staff as well as ensuring that all relevant documents get to CPS. Their introduction is already proving effective with the vast majority of cases being given charging advice at first submission, with only one case being rejected for re-submission.

The other issue that they will address in the future is digital remand files. When the courts are in a position to receive digital remand files, the PDMs will QA the file and send it through to the CPS before 0830 hours. They will also update the courts system so that the case is registered prior to the defendant's appearance in court. This will mean that officers will no longer have to print off case files to go with the prisoner and will mean that we are fully digital for the case file.

All the PDMs have been selected for

their knowledge and experience and between them they have nearly 150 years of police work, with all having served as custody officers.

They are always happy for officers to contact them to discuss cases.

PDMs' RMS Pot - 'PDM Referrals'

PDMs' email - PoliceDecisionMakers@nthwales.pnn.police.uk

PDMs' telephone - Ext 04446

In summary, the PDMs will:

- Give early advice on whether the evidence you have is sufficient and, if so, what the best charge would be;
- Assist you in quality of submission of cases for charge requests to CPS/D;
- Complete the CJIT process;
- Relieve the operational sergeant of the management of TWIF;
- Assist you with the submission of digital overnight remand files, when we have the go live date;
- In urgent advice cases, will sign the MG3 as authorising officer, and
- Be available to act as support and advice for front-line staff.

“ THE VAST MAJORITY OF CASES ARE BEING GIVEN CHARGING ADVICE AT FIRST SUBMISSION, WITH ONLY ONE CASE BEING REJECTED FOR RE-SUBMISSION. ”

Avoiding playing the blame game without no fault divorce

By **Lucy Williams**,
associate solicitor
at **Gorvins**

Divorce can be one of the most stressful experiences a person can go through, particularly where parties get into heated and lengthy disputes which, in reality, leave no-one better off. Where parties can separate amicably, this can reduce both financial and emotional strain.



Can I divorce without blaming the other person?

Despite calls from family lawyers for years, currently in England and Wales we do not have no fault divorce. Resolution, an organisation that represents thousands of members of lawyers and other professionals committed to a non-confrontational

approach to divorce and other family law matters, has been campaigning for some time for an Act of Parliament to introduce this into English law.

While the campaign is building some momentum, with the Justice Secretary recently announcing he will review the present system, there are still no guarantees that this will be introduced and any changes will not come overnight. For now therefore, we are stuck with the current system leaving many wondering how to keep things amicable.

Under the law of England and Wales, there is only one ground for divorce: that the marriage has irretrievably broken down. There are five facts that can be relied on in support of this:

1. Adultery (this can only be relied on if you are satisfied that your spouse will admit to their adultery, it is also not possible to use this in same sex marriages);
2. Unreasonable behaviour;
3. Desertion;
4. Two years of separation (with the

consent of the other party);

5. Five years of separation (without consent).

Therefore within the present system, it is not possible to divorce for a period of two years without giving the court some examples or reasons as to why you wish to divorce that person. While some couples decide to wait for two years, this is simply not always possible for practical, emotional and financial reasons, as the court cannot make or approve an order on financial matters outside of divorce.

This leaves many people with no choice but to use unreasonable behaviour in order to be able to divorce, if this is not approached sensitively, it can get matters off to a difficult start which often leads to the process being much harder than it needs to.

How can I keep things calm?

Using unreasonable behaviour as the basis for your divorce does not mean you have to engage in an attack on the other person. As a family lawyer, I find myself advising daily

Lucy Williams,
Associate Solicitor

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on how to avoid doing this.

Firstly, think about what you will write in the petition. It is important to remember that unreasonable behaviour in basic terms means that your spouse was not behaving in a way you would expect of someone you are married to. It is therefore possible to use less controversial reasons while still satisfying the court that your marriage has irretrievably broken down, for example:

- You did not socialise with each other;
- You did not engage in any real conversation or enjoy alone time;
- You have grown to have different interests/lifestyle choices;
- You did not feel supported in your career;
- You did not feel that childcare responsibilities were adequately shared;
- You had a different approach to money/spending.

You should always look to give around three to five reasons in support within the petition.

Next, think about how to approach the steps you want to take with your spouse. While it isn't always possible, if parties can communicate on these matters (particularly before a petition is sent to court) this can be key in keeping matters calm. I very often advise parties to consider the following practical steps:

- Give your spouse the heads up, tell them that you will be sending the

petition to court and if appropriate, tell them what is in it so there are no nasty surprises;

- Whether you tell your spouse what is in the petition or not, explain to them that you are required to evidence to the court that the marriage has irretrievably broken down and therefore you have not done this to be accusatory or aggressive;
- If you are on very good terms with your spouse, perhaps agree some points between yourselves that are acceptable to both of you as to why the marriage has irretrievably broken down. Keep in mind, however, that you do need to reference that person's behaviour;
- Where a solicitor is acting for you, they should forward draft petition to your spouse before issuing at court, to give them the chance to respond to the contents. A solicitor can explain in a covering letter that it is not intended to be an aggressive or inflammatory step.

The key is always to communicate as best that you can. We don't yet have a blameless system, but it doesn't mean things have to turn nasty.

If you would like specialist advice from a family lawyer, please call on **0161 930 5151**.

Cycle support for PTC

Pedal power is set to bring in the pounds and support the life-changing support offered at the Police Treatment Centres (PTC) through a cycle sportive being held in May this year.

And, North Wales Police officers are being urged to get involved.

The Back on the Beat Cycle Sportive 2018 will take place on Sunday 20 May and follows the success of last year's inaugural fund-raising sportive which raised almost £13,500 for the PTC.

Participants can choose one of two courses - one covers 50km, the other is a more arduous 99.9km. Both routes start and finish at The Harrogate Police Treatment Centre, St Andrews.

There are two ways to get involved: **Be a fund-raising hero** - pay a £15 entry to the sportive for either route and then raise a minimum of £100 for the PTC.

Pay your own way - pay £25 for the 99.9km or £20 for the 50km routes with no commitment to fund-raise, although any money raised would be greatly appreciated.

Visit the **policetreatmentcentres.org** for more information or to register your interest.

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Federation backs Cameron's Coasters campaign

Coasters signposting people to who they can speak to if they need help with mental health problems are being distributed across the Force area.



The beer mat-style coasters bear the message "Feeling low? Don't bottle it up, there is always someone you can talk to" and urge people to ask for support. They also provide contact details for organisations that may be able to help.

North Wales Police Federation will distribute 4,000 of the coasters – 2,000 in Welsh and 2,000 in English with some being

sent out immediately and others later in the year.

The coasters have been designed by the family of Cameron Grant, who was just 21 when he took his own life in November 2014, after a lonely seven-year battle with depression.

In the wake of the tragic loss of their son, Cameron's parents, Carol and Evan Grant, set up the Cameron Grant Memorial Trust to raise awareness of suicide and mental health sending out Cameron's Coasters to existing communities.

Funding for the coasters has come from the Aviva Community Fund, the St James' Place Foundation, Police Mutual's Force for Good and sponsorship for events completed by numerous people including family and friends.

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WWW.CAMGRANT.ORG
info@camgrant.org

North Wales Police Federation Secretary Richard Eccles was keen to support the memorial trust's campaign. He said: "It is vital that people know that, no matter how bad things may seem, there is always someone to turn to. People often don't want to talk about



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mental health issues but thankfully, as more and more people do speak out, everyone is starting to see that there is no need to be afraid of admitting you are struggling.

"These coasters will be spread across the Force area and if they encourage just one person to pick up the phone and seek help then they will have done their job."

Across the UK, Cameron's Coasters have been individually tailored to the needs of 80 colleges and universities with 360,000 coasters having been sent out. They are already being used by Wasps RFC at the Ricoh Arena in Coventry and IBM Warwick and there are plans to get them out to schools, local sports clubs and doctors' surgeries.

A number of Police

Federation branches have joined North Wales in ordering coasters and the family are continuing to reach out to other organisations in the hope of getting their message out as far as possible.

The trust aims to encourage people to ask for help rather than to suffer in silence as Cameron did. If you know of a community that might benefit from Cameron's Coasters, then please get in touch on info@camgrant.org.uk

“IT IS VITAL THAT PEOPLE KNOW THAT, NO MATTER HOW BAD THINGS MAY SEEM, THERE IS ALWAYS SOMEONE TO TURN TO. PEOPLE OFTEN DON'T WANT TO TALK ABOUT MENTAL HEALTH ISSUES BUT THANKFULLY, AS MORE AND MORE PEOPLE DO SPEAK OUT, EVERYONE IS STARTING TO SEE THAT THERE IS NO NEED TO BE AFRAID OF ADMITTING YOU ARE STRUGGLING.

My marathon debut in memory of Nicola Hughes



By Chief Inspector Alun Oldfiel

On 8 April I will be running the Paris Marathon. It's my first marathon and I am very proud to be running on behalf of the PC Nicola Hughes Memorial Fund. I will be completing the marathon with Craig Jones.

In September 2012, two unarmed uniformed Greater Manchester police officers were shot having attended what was thought to be a routine burglary. The aim of the charity, set up by Nicola's father, is to provide learning opportunities and pre-employment skills in the form of support through grants or services to children (under 21) who have suffered a tragic loss of a close family member through a violent crime such as murder or manslaughter.

We intend to raise £1,000 for the memorial fund. This money is needed to help establish a network of therapy



providers for those children suffering from post-traumatic stress.

You can support our fund-raising by donating through JustGiving; it is simple, fast and totally secure. Your details are safe with JustGiving - they'll never sell them on or send unwanted emails. Once you donate, they'll send your money directly to the charity. So, it's the most efficient way to donate - saving time and cutting costs for the charity.

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

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Ben Evans
Senior Associate
in Family Law at
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Why the financial settlement is just as important as the divorce itself

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

It's a common misconception that when a marriage ends the decree absolute will bring to a close the financial relationship between the couple. This is not the case as in the UK there's no statutory time limit for bringing an application for a financial settlement upon divorce.

When entering into a marriage both spouses have claims against each other in respect of income, capital and pension. When going through a divorce, you have to provide a 'full and frank' financial disclosure that details all your financial assets.

Reaching a fair settlement relies on both parties being honest about their earnings, investments and outgoings. And there are penalties for those who aren't. If a spouse hasn't complied with their duty of disclosure the court may take this into account when making its final order.

However, a delay could well impact on the level of the award so it's always prudent to obtain a financial settlement at the time of your divorce to avoid future uncertainties.

The case of Wyatt v Vince highlights the potential implications of not pursuing a clean financial break at the time of divorce. Ms Wyatt chose to make a financial application against Mr Vince 19 years after their divorce. The relationship had broken down some 31 years prior to the court hearing the application and Mr Vince had since built an impressive business empire.



However, the former spouses became involved in a drawn out and expensive litigation case, finally reaching an agreement which was approved by the court where Ms Wyatt received £300,000 of her ex-husband's assets.

Often, separated couples will try to reach an agreement between themselves. If this is unsuccessful or not an option, there are a number of different routes available to couples trying to decide how to divide assets, ranging from mediation to court proceedings.

However, couples should be aware that some agreements may not be legally binding and the family courts have jurisdiction to over-ride them. Therefore it's important to seek expert advice from a matrimonial lawyer when reaching a financial settlement.

If you were divorced a number of years ago without a court order then we can advise you in relation to any financial claim that may still be open. If you would like specialist advice from a family lawyer please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.



Pre-retirement seminar dates announced for 2018

The Federation, in association with Spillane & Co Wealth Management, is continuing to run pre-retirement seminars in 2018.

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

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

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

The seminars 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 those attending each particular seminar being the key driver. It's very interactive, and the aim is to get the answers to people's questions to help them make the most of their 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
- The 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 per seminar.

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 4 and Tuesday 5 June 2018**
- Monday 24 and Tuesday 25 September 2018**
- Monday 19 and Tuesday 20 November 2018**

The seminars will be held at St Asaph DHQ.

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*154 clients responded to the survey

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RETIRED, PWLLHELI

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

MARK DAVIES, RETIRED, MOLD



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The title 'Partner Practice' is the marketing term used to describe St. James's Place representatives.

H2SJP28186 02/18