

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



YOUR VOICE

September 2014



Representing • Negotiating • Influencing

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The only constant is the desire to change policing



By Richard Eccles, Secretary, North Wales Police Federation

Read any publication or follow any news report at present regarding policing and it is sure to contain the words review, reform, modernisation, change or implementation.

I must admit there almost seems to be a conspiracy to prevent any of us being able to try to fulfil our duties from a state of stability.

The number of individuals and bodies who seem to have oversight and, by default or design, the ability to express opinions on what is best for policing seems to grow every day.

That means in many cases that the voices of those with the highest stake in policing, police officers, are sometimes the very last to be asked.

The latest "initiative" from the Home Office, Government, IPCC or HMIC seems to very quickly be accepted and "rolled out" overnight as a PRIORITY for officers, at times, regardless of the fact that the training is insufficient, unplanned or undeliverable before the implementation date.

This constantly adds to the pressure for officers and senior managers who are, at times, struggling to stay treading water.

The only constant at the moment

seems to be the desire to change policing and it does not always feel like those changes are for a better model for officers or the public.

As a Force, we have clearly benefited in the past from some pretty innovative financial arrangements and planning.

It has been a comfortable place to be over the last decade when the regular response to requests for the best equipment was a speedy "YES".

As we enter the next round of budget cuts, I hope that, as your representatives at the various discussions and meetings, we will be able to deliver you the best possible outcome in tough times.

As a group, your Joint Branch Board is ready to assist the Force as it reaches difficult decisions about the future model for the Force.

Whatever decisions emerge over the coming weeks and months, it is clear that over the next three years the budgets will shrink and, despite that, the expectation will be that service is unaffected.

That might not be a realistic expectation, but we will be under pressure to deliver for the public and I am sure that those looking in from outside will not give us any credit for coping with more with less resources.

In such testing times it is vital that you have everything that we can muster at your disposal.

That might include timely advice and representation in the workplace, access to health and wellbeing services, or assistance from external experts to plan your future career or finances.

Hopefully, you will see over the next 22 pages that there is a range of topical information available to inform you on the latest developments.

If you require any more information then please get in touch, or access our website.

Equally, if you see any gaps regarding particular areas or topics then let me know and I will try to ensure that it features in a future article or release.

'A fantastic organisation to work for and a great place to live'



By Assistant Chief Constable Richard Debicki

I am over the moon at being appointed as a new Assistant Chief Constable in North Wales Police following a career of more than 21 years in Lancashire Constabulary.

North Wales is an excellent force with a proud track record and I feel honoured to be part of this organisation. I've been made to feel very welcome, and I want to thank people the length and breadth of NWP for that.

I have much to learn and understand about how things work here, but people have been very kind in spending time with me. Since I've been here I've had a comprehensive medical, fitness test, PST, RMS training, ICAD training, EIS training, to name but a few, so I know what it feels like to be new!

There are some superb people in this organisation and I look forward to working with all officers and staff in the future. I value the work of our officers and staff and think that a strong relationship with the Federation is essential for the effective running of the Force.

These are very challenging times for

policing nationally, with the service facing significant budget cuts, more scrutiny than ever and some high profile events elsewhere which dent public confidence.

That is why it is so important to police with optimism – because in doing so we deliver better services to the public – a theme that I will come back to later. I understand the challenges of policing high demand and busy areas. I have spent most of the last 10 years or so in operational roles in difficult and deprived areas – as a chief inspector in Nelson and Colne and then as an operations superintendent, and more latterly as BCU commander covering Blackpool and Fylde.

My last few months in Lancs saw me leading the Change Programme to find the budget cuts which were close to £80m. I hope that I can bring previous operational and organisational experience into NWP, which I know is a force that continues to strive to improve all the time.

In spite of the many challenges, and some of what has been said in the media, I believe that policing is fundamentally an honourable profession. Our staff want to do the best for the public, protect the most vulnerable in society and deliver great services, earning the trust and confidence of our communities. That's why I joined, and I'm sure that is what motivates many of you as well.

But we need to work harder than ever in order to gain that trust and confidence; it takes time and effort to get it, but it is easily lost.

That is why it is so important to maintain the highest standards, the strongest values and integrity and treat everyone with dignity and respect - and deliver the service that you would want yourself. In short, we need to go the extra mile for the public.

That is why we are just about to launch a campaign aimed at improving the quality of service that we deliver, as well as increasing public confidence. This

will require everyone's involvement, because it's individuals that deliver service, not the organisation. I want us to be leaders nationally in this, and I have every confidence in our staff.

I also believe absolutely in the importance of reducing crime on behalf of the public, and getting the best and most appropriate outcome for people if they are unfortunate enough to become victims. Quite simply, cutting crime is a core function of policing, and is one of the Peelian principles. I want to carry on the good work that NWP has accomplished in this regard. Problem solving and taking early action in communities is the best way to do this and neighbourhood policing plays a very important part.

I really value the work that our staff do on a day to day basis – policing is a rewarding but tough job, and can take it out of you both physically and psychologically. That's why the energy that NWP is putting into wellbeing is really important and I fully support that. I place a premium on supporting people, listening to what they have to say, and making sure that we operate as one team. It's very important that the organisation looks after people, as well as people taking care of their own health and wellbeing.

On a final note, I am looking forward to everything that North Wales has to offer, both personally and professionally. This is a fantastic organisation to work for and a great place to live. My wife and two children will be settling here. I love keeping fit and have a real passion for running and the outdoor lifestyle. North Wales is the perfect location for the Debicki family! I'm working hard to learn the language too, so if you are a Welsh speaker, please help me by speaking to me in Welsh! Thank you for your welcome and your kind words of support so far.

Time to say no?

**By Simon Newport
Chair, North Wales
Police Federation
Joint Branch Board**



**I write this article
fresh off a Response
Local Policing
four-shift weekend of late shifts. What
struck me over that period of time was
how busy it was.**

However, upon checking my crimes, I note that I only have a few for the entire set of shifts but my RMS workload is loaded with concern for safety and miscellaneous incidents that, while not crime, are the responsibility of the modern day police service and take untold hours of form-filling in order to file.

Several years ago, a weekend of late or nights meant a report room full of expectant police officers ready to serve and protect people from public order incidents, assaults and the general disorder that we attempted to keep a lid on to ensure the vast majority of the public were safe to go about their business in our larger towns.

Nowadays, walking into a reportwriting room for the same set of shifts fills me, and most of my colleagues, with dread as we are all too aware that the incidents awaiting us will be the 'too hard to do' jobs that outside agencies pass on to the police in an attempt to clear their in boxes prior to the weekend.

It is then expected that the police service will deal with these jobs.

Vulnerable people, missing from homes, concerns for safety, welfare checks and mental health incidents now take up more and more of our time. With budgets cuts reducing the number of officers on front-line duties and with more cuts to come in the next financial year, we are clearly struggling to provide a service especially when it comes to preventing and investigating crime.

I am sure I am not the only one to

think that when I arrive at work nowadays I feel more like a uniformed social worker than a police officer whose primary role is to prevent crime and disorder.

ACPO published a document called 'Policing in the UK' in 2012 in which they explain the basis of policing using the Peelian Principles. There is no mention of the fact that the police service of today is to be held responsible for all of society's problems.

To balance the above statements, there is no doubt a role for the police service to play in welfare incidents but, after many years on the street in uniform, I can see that we are now having to attend and react to many more than ever before.

The Home Secretary's speech to the Police Federation conference in 2013 proposed freeing up police to cut crime and reducing police time caring for vulnerable people or those with mental health issues. But the Home Secretary failed to mention placing a heavier responsibility on the so-called outside agencies to resolve non-police matters.

We speak about multi-agency working and information sharing, and I am sure that there are some excellent examples of this happening, but at the uniformed response level it isn't working. It seems that many outside agencies pass on their responsibilities to the police service to deal with especially after normal working hours and weekends.

To that end, I feel we are also creating our own problems as we appear to be unable to say no to any organisation or member of the public.

Many incidents I hear being passed over the airwaves should never be police responsibility but, once we accept the incident, the buck truly stops with us should anything going wrong.

I often use a saying that nowadays everyone knows their rights but many have no idea of their responsibilities. This is becoming more and more evident with



each passing day with the continued generation of non-policing incidents we record as a force daily.

This is all having an effect on the morale of my colleagues both peers and supervisors. Many feel that their role is being undermined by the constant drain on resources from non-policing matters, not to mention the seemingly endless amount of reports required to ensure that all aspects of culpability are covered.

Police officers join the service to serve and protect their communities, not wrap them up in cotton wool.

The thin blue line is exactly that and, while we have many excellent departments which in the whole are slightly detached from front-line policing, it is little wonder that many police officers attempt to seek out other jobs within the organisation away from the front-line to seek job satisfaction.

All of the above leads to one thing – a decrease in the attention that the police are able to pay to everyday crime and criminals in their communities. This leaves many police officers frustrated that criminals are getting away with their activities.

Proactively targeting criminals was once bread and butter for the response officer. It is now a luxury as there are fewer officers available and their time is taken up with social or welfare incidents.

I can only see things getting worse as further budget cuts are introduced in the next financial year.

As an organisation, both locally and nationally, we need to have the courage to stand up to other organisations that have all too easily passed their dirty washing onto us mainly because we are a 24/7 organisation and say no.

Officer safety

By **Dave Thomas**
Chair, Constables'
Branch Board



Any officer who works on patrol duties, even those with many years of service, will appreciate the convenience of being able to place a detainee in the cell area of the Ford Focus or even the cage of the Vivaro.

Once they are in there, you are safely segregated from that person most of the time as you take them into custody.

The Fleet Department has worked hard over the years to develop and improve these bubbles to ensure that officers and detainees are safe. The first ones were fitted to the Ford Orion, then into the early Ford Focus hatchbacks and they have served their purpose well.

Fleet has no control over the vehicles the Force buys, they have to be selected from a national framework of vehicles. These vehicles are supplied by car manufacturers as agreed within the

framework.

When the first Focus estates arrived it was fortunate that Ford made one without side airbags, as fleet was able to modify the bubble to fit.

Again, we have no control at all on how often manufacturers give their vehicles "facelifts", but what has happened with the Ford Focus estate is such that the vehicle appears to be bigger outside but made far more cramped inside. This has again allowed the bubble to be modified for fitting but significantly reduced the space left available for police officers, probably not a problem for many, but larger built, taller officers are being crushed.

Fleet therefore started looking for a solution and the only company that wanted to get on-board was Vauxhall and it committed a substantial sum of money to the development of a single cell solution. We worked closely with Vauxhall and Federal in designing this solution.

It has to be accepted that it perhaps isn't perfect, however, the alternative is

that stock vehicles are purchased, without bubbles and there is a return to the days when no protective cell area was available which is common in most other forces still.

Town and city forces are more able to use caged vehicles with drivers who collect and transport prisoners but here this just isn't a viable solution due to the geographical lay-out of the Force.

The Vauxhall prototype has been out and about in the Force, if you have used it please feedback your thoughts, but bear in mind that the bubble cells are becoming difficult to maintain, simply because we are working within tight parameters.



DSLs, abstractions and annual leave

The Federation has worked long and hard with the Force to agree Desired Staffing Levels (DSLs). I know some would say they could be better, but when the Force has to slash 20 per cent of its budget, something has to give and to date the savings made have been made in areas other than staff.

Now we have agreed DSLs, the Federation ask that if these levels are missed, you take responsibility for reporting this through submission of HS1s.

To steal a quote, "It's not a crime to be over the DSL". We all have a duty of care to each other, please play your part. The leave embargo that was put in place while the Resource Unit battled to meet the requirements made of the Force to supply staffing for the NATO Summit in Gwent affected some officers.

It was necessary because not only did the Force have to fulfil the request for support but it also needed to maintain

the DSL within the Force on each and every district. Your Federation couldn't argue otherwise, not after we had pushed for agreement on staffing levels.

What it has highlighted though is the fact that officers need to ensure once they have decided on annual leave dates they submit that application so that it can be authorised and duties can update OPTIMUM.

Officers and supervisors also need to make sure that they are following Force policy when annual leave is being considered. It undermines and weakens the Federation case when leave, rest days in lieu or TOIL are granted at short notice and the DSL fails because of that. We don't have rigid boundaries anymore and officers who are stationed for example in Bangor or Caernarfon actually cover the Gwynedd North District as supporting each other is critical to make policing the district safe.



Direct entry to superintendent - good or bad?



By Sam Roberts
Chair, Sergeants' Branch Board

I hope you have all had a good summer; countdown to Christmas again, where does the year go?

I was struggling to think about anything interesting and new this issue so with some guidance from the office (thanks Chris) I have decided to ponder the above question.

My first thought was 'that's utterly ridiculous, it'll never work' but then it's easy isn't it to be against change without actually thinking through the concept and dismissing it out of hand?

The Telegraph newspaper recently reported on the 13 candidates who are making history by becoming the first police officers to enter the service at a senior rank. What background do these candidates have? We know from the College of Policing that of the 13, four are women and nine are men, two come from

a BME background and they also come from a variety of backgrounds.

I accept that those from a military background may have some idea as to how to run an organisation like ours but what about the one who comes from a media and creative industry? I have my doubts how someone from such a background or a civil servant can actually understand what it is like on the coal face of our forces in today's society.

We want our leaders to be strong, decisive, motivated individuals who will lead from the front and support their teams with every last breath in their bodies. Will these 'new' leaders actually be able to do that? Do you know what? They might!

Look across the service at the senior managers that we have now as well as those in the past. They don't have all the answers, they don't all lead well and support their staff, some are weak and some can't make decisions.

However, what they all have in bucket loads is experience of 'the job'. They have been around the block a few times, some more than others. They know what it's like to be a probationer on the rota dealing with all the quality jobs that the others have passed on! They understand the culture and what makes us tick. They know the despair and sadness that we

can deal with on a daily basis. Most of them will have been assaulted, spat at, verbally abused and all the other lovely things that go on day to day in a police officer's life.

I pose one question. Can you ever know what it's like to be a bobby if you've never been one?

I am very much about trying things out and assessing how they work but I do believe this is just another Government whim to try to break us down and make us into something we should never be; a puppet of the Home Office. We have to be independent and fair and we have to reflect society.

The new Police Minister, Mike Penning, commented about direct entry: "The future success of the police is dependent on attracting the brightest and the best."

I am sick and fed up of those words, intimating that we don't have the brightest and the best already.

You and I all know that there are some cracking bosses out there. They are the brightest and the best. They have come up through the ranks, they know what the job entails.

We have some incredibly capable individuals in our organisation as it is and, while I don't think we succession plan well, that would be far easier to undertake than what is being suggested. Identify those who show promise at whatever stage of their career and support them through the process. We are really poor at this and it is always left to the individual to push themselves.

I look forward to seeing how these first 13 'superintendents' get on in their 18 months of training and beyond. I will be interested how many stay. I would like to know more about the backgrounds of those who have been successful and, while I would wish them all the best, I still have those nagging doubts that this is a retrograde step for the police service.

Thanks for reading.



We want our leaders to be strong, decisive, motivated individuals who will lead from the front and support their teams with every last breath in their bodies.

Are our numbers set to fall again?



By Paul McKeown,
*Chair of North Wales Police Federation
Inspectors' Branch Board*

Just got back from my hols and have had to quickly prepare this article for the latest edition of *Your Voice*. It took me a little while to decide on what to write about and then I thought I will just write about a couple of issues which I think are quite topical.

When I first started on the process to become an inspector in 2004, I did so because I had been told that the Force was planning to cut inspector numbers from around 90 to about 70 which was more in line with similar sized forces.

Since then I have noticed a steady decline in inspector numbers. I was recently quoted 51 as the current number. My arithmetic isn't great but this is a big drop in 10 years. I appreciate that the numbers were too high and the Force was top heavy but I would imagine a lot more inspecting

went on.

It seems that Inspector numbers may yet fall again as I am aware that there is a project underway examining our operational future. Apparently, there is a possibility that patrol inspector numbers are going to be cut from 15 to 12.

This would suggest that the Force will go to less than 50 inspectors. Now, I am sure some of you reading this will not see this as an issue, and you may be right. But why did we need more than 90 inspectors 10 years ago? Was the workload a lot higher then? Personally, I don't think so. I am worried that we are cutting too much. The workload just gets shared around those who are left. I would be interested to know how our figures compare now to similar sized forces.

I have also been told that if we do go to 12 patrol inspectors then they will go on a 12-hour shift pattern. I don't mind these shifts having worked them before but I can't speak for my colleagues. One concern is that of resilience. Who covers the 12-hour shift when inspectors are on leave and training etc? I can't imagine the district inspectors will want a couple of 12-hour night shifts in the middle of their working week.

Another issue with the proposal is that the current pattern aligns us to the patrol rotas. This allows patrol inspectors to work with the same rota. It has helped build better relationships between the inspectors and the patrol sergeants which, in turn, has helped improve performance. If we go to a pattern away from the patrol rotas then the relationships might be damaged.

Apparently, if the move is approved this will ensure that LPS will save quite a bit of cash. I can't help but feel that this is an attack on the front-line of policing which I was under the impression would be protected at any cost.

Social media

Another issue which seems to be getting worse, despite the various warnings given out over the past few years, is that hundreds of police officers and employees across England and Wales are still getting themselves into trouble by misusing social media.

A total of 828 cases, ranging from social media gaffes to sackable offences involving harassment, and posts of a sexual, racist or homophobic nature have been investigated from 2009 until February this year.

A total of 14 per cent of the investigations resulted in no further action being taken or the individual having no case to answer, but nine per cent ended in a resignation, dismissal or retirement.

I am not sure if any officers or staff from North Wales Police are included in the above figures but I think it is worth pointing out to members that this is an issue that is not going to go away.

I know we as a Force regularly use Twitter, Flickr, Facebook and other social media platforms to connect with the public and to help with crime prevention and detection. I have used it when trying to locate missing persons. It is a great tool in speaking to our local communities.

But it appears that when we use it in our personal lives some of us are getting ourselves into bother.

Association of Chief Police Officers (ACPO) guidelines state officers and police staff should avoid using the internet while off-duty or after having drunk alcohol, due to the potential for their judgement to be impaired.

ACPO also warns of the propensity for criminals to trawl the internet and identify personal information about police employees with a view to embarrassing, discrediting, harassing, corrupting or blackmailing them or their families for their own benefit.

So a gentle reminder.

All North Wales Police staff must act with integrity, with fairness, with honesty, openness, and regardless of whether they are tweeting as John Smith or Joanna Smith, if they are recognisable as a PC or a member of police staff, then they have to be taking into account the Code of Ethics.

This means on or off duty.

Romeo

Oscar

Whiskey

Lima

India

November

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Federation progress on independent review

The Police Federation of England and Wales will now be obliged to fully account for the use of any public funds.

The Federation has made changes to the 'core purpose' document and will have to "act in the interest of both officers and the public".

The changes were made at the inaugural meeting of the newly formed Interim National Board (INB) and Interim National Council (INC) in June.

Steve White, chair of the Police Federation of England and Wales and the INC, said: "This is another move forward as an organisation and demonstrates our commitment to reform.

"It is crucial we ensure we are working

to put members at the heart of what we do, we are transparent and that we act in the interests of both officers and the public."

A change in the revised core purpose to include the public interest element and provide a credible and trusted voice for officers was outlined in Recommendation 1 of the independent review of the Police Federation.

The revised core purpose reads:

"That PFEW agrees that, in fulfilling its statutory responsibilities for the welfare and efficiency of its members, the Federation at all levels will:

- ensure that its members are fully informed and that there is the highest

degree of transparency in decision-making and use of resources;

- maintain exemplary standards of conduct, integrity and professionalism;
- act in the interests of the members and the public, seeking to build public confidence in the police service and accepting public accountability for its use of public money;
- work together within the Federation and in partnership with others in the policing world to achieve its goals."

Prior to the changes, the document specified "representing the interests of officers" as an objective but made no mention of the need to consider the public.

Federation secures pension age victory

The Government has withdrawn proposals to increase police officers' pension age - meaning officers who join the 2015 pension scheme will still be able to retire at the age of 55.

Plans were dropped after the Police Federation persuaded the Government to take into account the 'difficult and dangerous' work of officers.

In a response to a consultation on pensions proposals, called Freedom and choice in pensions, HM Treasury acknowledged the unique nature of policing.

It stated: "The Government received some strong responses against this [proposal], in particular from public service representatives such as the Fire Brigades Union and Police Federation. These respondents argued that the change should not apply to public service schemes, and should take account of schemes which do not link to State Pension

55

age, such as for firefighters, police and armed forces."

Andy Fittes, general secretary of the Police Federation of England and Wales, said: "I am extremely pleased that the Government has listened to reason and will not be putting the minimum pension age for officers in the 2015 scheme up two years to 57.

"The Staff Side of the Police Negotiating Board put together a strong, well-reasoned case as to why this would not be in the interests of officers or the public and it is gratifying to see all that

hard work pay off.

"Policing cannot be viewed in the same way as other professions, officers must be properly rewarded and recognised for the difficult and dangerous work they do."

The normal pension age for the CARE 2015 scheme will be 60, but officers will still be able to retire at age 55 with actuarial reduction if they wish. There was a danger that officers would not be able to retire from the CARE scheme until age 57, rather than at age 55. (Either would have involved actuarial reduction).

Details of which officers will join the 2015 pension scheme have been made available by the Home Office and further information on this has been issued by PFEW in two FAQ documents: http://www.polfed.org/documents/Pension_QA_document_140912.pdf http://www.polfed.org/documents/HOC_on_long_term_pension_reform_FAQ_19_November_2013.pdf



Major changes to pension scheme - how will you be affected?



On 1 April 2015 a major change will take place to the Police Pension Scheme with a new career average scheme taking the place of the existing 1987 and 2006 schemes. This article will provide you with information to explain how these changes will affect you.

A number of officers won't be affected by these changes at all and will continue in their current schemes until they retire and others will be protected for a set period of time, under tapering arrangements, based on length of service and age.

Full protection is given to members of the 1987 Police Pension Scheme who, as of 1 April 2012, have 10 years or less to age 55 or have 10 years or less to age 48 and are 10 years or less from being eligible for a maximum unreduced pension.

With regard to members in the 2006 scheme, full protection is afforded to members who, as of 1 April 2012, have 10 years or less to their current normal pension age (i.e. age 55).

Tapering protection is afforded to those within four years of full protection. Officers gain about 53 days of protection in their existing schemes for every month they are above the lower limit that applies in their case. The exact length of this tapered protection can be calculated by using

the Government's Police Pensions Reform calculator available at the following link and entering your details.

<https://www.gov.uk/government/publications/pension-reform-calculator>

The main difference between the two existing schemes and the 2015 scheme is that the pension is moving from a final salary scheme to one based on an officer's career average salary.

Officers will find themselves in four main groups and will be affected in different ways according to which group they sit in. These groups can quickly be described as:

1. In the 1987 Police Pension Scheme (PPS) and fully protected
2. In the 1987 PPS with tapered or no protection
3. In the 2006 New Police Pension Scheme (NPPS) with full protection
4. In the 2006 NPPS with tapered or no protection.

Taking each of these in turn:

1. As a 1987 PPS scheme member, an officer accrues 1/60th of their final salary for every year of service up to 20 years' service and 2/60ths of their final salary for the final 10 years (double accrual). This means that at 30 years an officer can retire with a pension totalling 20/60ths + 20/60ths i.e. two thirds of their

final salary.

2. Officers with tapered or no protection in the 1987 scheme will transfer into the 2015 scheme on their appropriate date and contributions will then be made into the 2015 career average scheme at a rate of 13.7 per cent of their salary. The accrual rate in this new scheme is approximately 1.81 per cent of an officer's pensionable earnings each year. If we think of these amounts of money being placed in a savings account and earning interest then each year the savings will earn interest at a rate of inflation (CPI) plus 1.25 per cent thereby keeping pace with the cost of living. Recognition is also paid to 1987 Police Pension Scheme members' expectation to double accrual by adjusting the accrual rates for officers who remain in the 2015 scheme until retirement after their tapering protection ends. This is quite a complicated calculation to work out but basically means that an officer in this group e.g. with 22 years' service at the point they transfer into the 2015 scheme would achieve 22/45ths of their final salary after 30 years rather than 24/60ths that they had actually accrued at that point. The final pension received will be a combination of accrued rights in the 1987 scheme plus that of the 2015 scheme.

3. As a 2006 NPPS member an officer accrues at a rate of 1/70th of their final salary for every year of service up to 35 years so after 35 years an officer can retire with a pension of 35/70ths i.e. half of their final salary (plus a lump sum of four times their pension.)
4. Officers with tapered or no protection in the 2006 scheme will transfer into the 2015 scheme on their appropriate date and contributions will then be made into the 2015 career average scheme at a rate of 13.7 per cent of their salary. The accrual rate in this new scheme is approximately 1.81 per cent of an officer's pensionable earnings each year. If we think of these amounts of money being placed in a savings account and earning interest then each year the savings will earn interest at a rate of inflation (CPI) plus 1.25 per cent thereby keeping pace with the cost of living. The final pension received will be a combination of accrued rights in the 2006 scheme plus that of the 2015 scheme.

There is still the ability to commute a percentage of your pension (up to 25 per cent) to give a lump sum and reduced pension upon retirement. The commutation factors for the 1987 scheme are based on an actuarial table issued by the Government and can be found at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/100505/gad-commutation-retirement.pdf

The commutation factor is based on your age at retirement and reduces the older you are. For example at the age of 55 the commutation factor is 20.5 but reduces month by month to 18.6 when you reach the age of 60. This means that for every £1 of pension commuted on retirement at 55 you received £20.50 as a lump sum.

The 2006 pension scheme does not require commutation to receive a lump sum as this is provided for within the terms and conditions of the scheme and is worth four times the value of

the annual pension. For example if your pension is £10,000 you receive a lump sum of £40,000.

The 2015 scheme will work in a similar way to the 1987 pension with a lump sum being achieved by commuting a portion of your annual pension (up to 25 per cent). The commutation factor, however, is not governed by age and is a flat figure of 12 whenever you choose to retire. For example, if you retire with a pension of £10,000 per annum and you commute 25 per cent of this you would have a pension of £7,500 per annum and a lump sum of £30,000 (£2,500 x 12).

In the 2015 scheme, the normal and expected retirement age at which the full benefits from the scheme can be drawn is 60 but officers can choose to retire after the age of 55 subject to actuarial reduction meaning a reduction of between four and five per cent per year of the benefit that would have been available at the age of 60.

In light of the changes being made to the pension scheme, you may be asking yourself if it is still worth paying into your pension. Before making final decisions about whether to remain in or opt out of any pension scheme, individuals are encouraged to seek their own independent financial advice, based on their own personal situation.

There are, however, many good reasons why police officers should remain a member of the Police Pension Schemes, for instance:

It is still a very effective way to save for your retirement

The new scheme will still provide a guaranteed level of pension - calculated as a fraction of your salary and uprated each year - not an unknown amount based on investment returns

In addition to your own

contribution, your employer makes a significant contribution towards your pension

You receive tax relief on your pension contributions and you also pay a lower rate of National Insurance contribution as a member of the schemes

The pension schemes provide valuable benefits for you and your family such as ill-health pensions and payments after your death.

The actual regulations governing the implementation of the new pension scheme have not yet been



published and are expected in the autumn. They will include such things as the conditions upon which officers can retire on ill-health grounds, which are currently unknown. As soon as the regulations are published, we will be issuing guidance in relation to them. Further details about how the change to pension regulations will affect you can be found out by visiting www.gov.uk/police-pension-reform

Also, if you would like a personal explanation of the figures produced by the Home Office pensions calculator for your own circumstances or an explanation of any issues relating to police pensions please contact the Federation office.

Before making final decisions about whether to remain in or opt out of any pension scheme, individuals are encouraged to seek their own independent financial advice, based on their own personal situation.

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Force supports NATO Summit policing operation



More than 8,000 officers from across England and Wales were drafted in for the mutual aid operation to bolster security for the high-profile NATO Summit held at the Celtic Manor Hotel in Newport, Gwent and across South Wales at the start of September.

The planning process for the event was unfortunately hindered by the changing retinues of delegates and fluctuating risk assessments that were based on a moving intelligence picture. But all the North Wales officers involved received a briefing before the event.

Steve Trigg, South Wales Police Federation Chair, said "We are aware that this has been a frustrating time for all involved in the planning process. Lessons must be learned from the negative aspects of this planning process and we hope that future events will provide at least the basic details earlier in the process to provide you with the minimum requirements to allow you to organise childcare and so on. In future we will expect the Force to work closely with the Federation in a bid to avoid any recurrence of such failings."

Our officers received a warm welcome from our colleagues 'down south' and accommodation and catering was described as very reasonable.



There were several deployment and logistical concerns in the initial stages that were being addressed and staff were told to expect very long deployment days.

These were testing times for our officers and their families and Federation representatives were available 24/7 to help and support our officers when required. The local Federation office received detailed daily situation reports on the deployment and was in contact with officers on the ground.

A full report with more images of this major event will appear in the next edition of the Federation magazine.

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Body worn videos to be rolled out across Force



The Force has been successful in securing Home Office Innovation Fund backing to buy 75 Body Worn Video (BWV) devices.

This follows a small scale in-Force trial to ascertain the effectiveness of the use BWV in an operational environment for the past six months.

The trial deployment involved the use of five Reveal Media BWV devices and five Edesix BWV devices. Both devices have similar functionality, however, the Edesix devices do not have a screen showing the image being recorded.

Local policing response officers trialled the devices across a wide range of environments throughout the Force area and a business benefits and product comparison evaluation was then completed.

Benefits identified included:

- Increased early guilty pleas, reducing officer case preparation and court time
- Reducing clearly unfounded/malicious complaint investigations by providing impartial, accurate evidence
- Enhancing opportunities for evidence

capture, particularly associated with domestic violence and anti-social behaviour

- Reduction in the administration around contemporaneous interviews
- Enhanced crime detection rates
- Assisted to reduce anti-social behaviour and take positive action.

The potential impact of the introduction of BMV could include:

- Reducing the number of officers assaulted
- Reducing protracted complaint investigations through impartial, accurate evidence
- Providing greater insight into service delivery and identifying good practice
- Improving public reassurance, through media strategies
- Reducing bureaucracy.

The technology has the potential to be used in a wide range of policing situations such as:

- Stop and Search encounters
- Gathering scene evidence, such as cannabis farms
- Fixed penalty notices
- Arrests
- Crime and offences in action
- Domestic abuse cases
- Contemporaneous interviews (Transcripts to be produced by staff if required).

Head of Local Policing Chief

Superintendent Neill Anderson welcomed the innovation funding and the support for

this initiative.

“The addition of 75 new BWV will greatly assist the front-line of North Wales Police in the fight against crime. There is significant value to adopting the use of BWV; trials across the county have demonstrated how this approach improves evidence gathering and reduces complaints against officers.

“We are setting up a local working group and will be involving local officers and the Federation to develop the best method to utilise and deploy this kit. I expect to see this kit available in the very near future across the Force.”

Chris Warner, Federation Lead on the working group said: “The use of BMV in policing is becoming a key focus for investment across many forces and its use is now becoming widespread.

“The Federation Joint Branch Board is entirely supportive of the introduction of body worn video equipment. Looking at the various police trials that have taken place throughout this year by several Forces, we have seen a very positive response from our members to their introduction.

“Fundamental to this roll-out is the work now being undertaken by the working group to ensure that best practice is implemented in terms of policy guidelines, equipment and staff training to safeguard and embed the operational use and deployment of BMV.”

The Force is looking towards collaboration approach with Merseyside and Durham Police Forces,

Our officers score 97.4 per cent in bleep tests

Officers in North Wales have shown a 97.4 per cent pass rates in ‘bleep’ tests which will become mandatory from September 2014.

Fitness testing is not new to us with North Wales being one of the few forces to implement its own local Fitness Assessment Policy in 2008. This has clearly stood us in good stead.

According to figures published by the College of Policing, 522 out of 536 North Wales officers attending the tests passed - a pass rate which places the Force just under midway in the league table of 32 forces.

Overall results showed that of 10,265 male officers who took part, one per cent failed and of 3,693 female officers around

six per cent failed. Of the 32 forces surveyed, two forces - Surrey and Humberside - achieved a 100 per cent pass rate while lowest scores went to North Yorkshire at 83.8 per cent and Northamptonshire at 92.5 per cent.

Richard Eccles, North Wales Police Federation Secretary said: “This is a snapshot in time and shows the vast majority of our officers are fit and passing these tests. We will continue to help officers needing extra support to achieve and maintain fitness levels throughout the year.”

The tests become an annual mandatory requirement this month following the adoption of recommendations in the Winsor

report. Under the new guidelines, if an officer fails the fitness test at the first attempt they will have two opportunities to retake the test before receiving an ‘unsatisfactory performance’.

Rose Bartlett, Recruitment Standards Policy Manager for the College of Policing, said: “The results show that the vast majority of officers are fit.

“The new guidance issued to forces has been designed to provide supportive measures to help officers pass and the college has now commissioned research in order to understand why women and older officers have a lower pass rate.”

Health screenings welcomed



Around 170 police officers and staff at six venues across the Force area were able to undergo free health screenings thanks to a partnership between North Wales Police Federation, Police Mutual and Business Services (People).

The mobile health screening service, which is always in great demand, was used by 168 officers and staff over six days in July and August.

Screening nurse Maggie Roberts said: "The response has been fantastic. Everybody screened said what a great service it is and at times I had queues outside the van at most venues hoping for a cancellation. With this service, it is good to get good news as well as not so good news."

What staff said: "I've just come back from my screening. I would just like to say that Maggie was lovely, helped me an awful lot (better than my GP!) and it's a shame we didn't have longer. I feel so much better after talking to her. A big, big thank you. Doing a wonderful job."

"I felt the attitude of the nurse involved was excellent, she was pleasant and engaging. The tests took a small amount of time and I believe gave good feedback on health issues and lifestyle which could be of great benefit to the individual.

"From an organisational perspective having had a number of staff in the last 18 months with blood pressure related issues, I feel this allowed some proactive

intervention which may negate sickness issues in the future."

"I found the health-check to be a really positive experience but I'm struggling to express why. I came away with some 'areas for improvement', like reducing cholesterol/weight (obviously!) but was also given advice about managing a long standing back condition and strategies for getting positive intervention from my own GP. As someone who avoids the doctor's surgery like the plague, it was really useful to have that advice from a health-care professional."

"What a great service – A big thank you."

"Friendly and efficient service from the nurse and it was great to be reassured that I'm fit and healthy."

"It was so good to have this service near our workplace and to be allowed to attend in duty time."

This service has been so well received the Federation is already making plans to hold the health screenings again next year.

Why health screening is important

The health screenings provided an opportunity to access free, confidential, face-to-face practical health advice. The service is delivered by qualified medical professionals who will check your key indicators such as blood pressure and cholesterol and provide quality time to discuss personal health and lifestyle.

However, in reality, health screening

does far more than that.

It starts a conversation and gives you the tools that you need to be aware of your own health status.

It can potentially trigger action to enable you to make improvements to your quality of life and makes it easier for you to address any health concerns.

Identify future health risks

The screenings are developed to suit individual requirements providing a detailed understanding of your health and lifestyle, with the emphasis on prevention rather than cure.

Screenings include:

- Height, weight, BMI
- Pulse
- Blood pressure
- Cholesterol
- Medical questionnaire
- Ashwell test
- Pulse rate check
- Blood glucose (if clinically appropriate)
- Urine
- General health advice

Coming soon is the ManVan

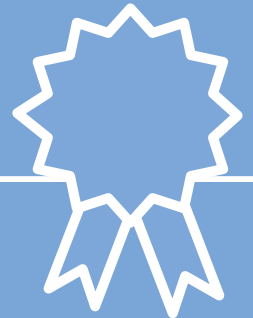
Your Federation has also secured the services of ManVan exclusively for officers and staff and will be circulating the schedule of visits to sites across the Force soon.

ManVan is working with Prostrate Cancer UK and delivers cancer care to the heart of communities and supports people affected by cancer, whenever and wherever they need it most.

The ManVan is a converted, 38ft American-style motorhome. It's bringing one to one counselling, couples' counselling, group support and welfare rights advice to men who live in deprived or hard-to-reach areas. We know men aren't always comfortable talking about their worries, so the space is specifically designed with them in mind.

Did you know around 2,600 men are diagnosed with prostate or testicular cancer every year in Wales? Or that incidence of prostate cancer is 25 per cent higher in Wales than in the UK overall? As survival rates improve, each year there are even more men living with and beyond cancer.

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Code of Ethics comes into Force

The Force has started to implement the first ever Code of Ethics in policing.

The code, developed by the College of Policing, sets out standards of behaviour that the public can expect from all officers and police staff in every role, at every level.

Its introduction has been welcomed by the Police Federation of England and Wales.

"We are fully supportive of this new code," says Mel Jones, Deputy Secretary of North Wales Police Federation. "It should further enhance the standards of professional behaviour in policing and clearly explains what members of the public can expect from both officers and staff. The vast majority of people working in the police service are hard-working and honest people who just want to serve their communities. But this code gives guidance on the standards expected of them. It brings us into line with other professions, such as medicine and law, where codes of ethics are already in place."

Chief Constable Mark Polin said at the launch: "For many the code serves to underwrite what we already believe and uphold. We will ensure that this continues to be the case and that good work and success are celebrated. Of course, we will also continue to challenge and educate

and where need be, address breaches of the code.

"I believe this framework will give each and every one of us, in all roles and at all ranks/grades, the confidence to challenge ourselves and others when we believe the described standards of behaviour are not being met.

"It will also give the public continued confidence in the work we do and a greater understanding of the decisions we make every day to keep the public safe and to prevent crime.

"I see this as wholly consistent with our Values of "What we do matters", "What you say matters" and "How we look matters" and I really value your continued support in seeking to behave accordingly."

The code is based around nine principles - Accountability, Fairness, Honesty, Integrity, Leadership, Objectivity, Openness, Respect and Selflessness – and sets out the standards of behaviour that the public can expect from officers and staff at every role and at every level and will help guide decision making.

It is designed to help police officers, staff and volunteers to make complex split second judgements – often in highly challenging situations – on a consistent and ethical basis.

The difficulty of some of these judgments will be highlighted in research made public as part of the launch. More than 2,000 members of the public were asked how they might deal with some of the ethical dilemmas faced each day by those in policing.

More than two thirds of respondents (68%) said they wouldn't want to be in the position of a police officer or staff member when making those decisions and 40 per cent of those surveyed felt the challenges facing the police when making decisions were harder than they previously thought.

The Code of Ethics is being implemented through the Ethics, Leadership and Culture Committee, which is chaired by the Chief Constable. Through this, committee representatives from all our Divisions and Departments and the staff associations together with support and scrutiny from the PCC's office, the Independent Advisory Group and an independent advocate from Bangor University, are working to ensure the code and associated work adds value to what we do already.

The Code of Ethics is available on the Force Intranet site (<http://fhqweb002/news/code-of-ethics.aspx>).

Thousands flock to North Wales to see top cyclists put us on the map

All eyes were on North Wales as the best in British and international cycling descended on the region for the second stage of this year's Tour of Britain, with a stunning finale in Llandudno.

Sir Bradley Wiggins and Mark Cavendish were among the lead riders as the peloton arrived in Holt near Wrexham just before midday on Monday 8 September after an 11am start in Knowsley Safari Park, Merseyside.

Thousands of spectators lined the streets as the race whizzed through Llay, then Mold and on to the Vale of Clwyd and through Bodfari, Trefnant, St Asaph and Llanfair TH at high speed.

Many schools took classes out to watch the action and one onlooker at Llanrwst observed that the children



appeared at times to be more excited by the wailing sirens of the police motorcycles than the race. Then it was on to Llanrwst and Dolgarrog in the Conwy Valley, before heading up to Conwy,

Deganwy and finally Llandudno.

Darren Wareing, Chief Inspector in our Operational Support Division, oversaw the meticulous planning for this major sporting event that attracted tens of thousands of visitors from all over the UK.

Darren said: "From a policing perspective it has been challenging but on the day everything went absolutely fine and all our hard work paid off. The success of this event puts North Wales on the map as a destination for future international sporting events. Today has been a testament to that. We have proved to ourselves and the community, yes we can."

He also praised the local authorities for the fantastic contribution they made in helping to ensure that the event was trouble-free.



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Misconduct: Home Secretary announces shake-up

Home Secretary Theresa May has outlined measures to improve standards of police integrity - starting with holding disciplinary proceedings in public.

In a statement to the House of Commons, she announced plans to shake up police disciplinary procedures, stating there would be a review of the current system from beginning to end, chaired by Major General Clive Chapman, and disciplinary hearings would be held in public to improve 'transparency and justice'.

She said the College of Policing will undertake a fundamental review of police leadership which will look at 'how we can go further and faster with direct entry, how we can encourage officers to gain experience outside policing before returning later in life, and how we can open up the senior ranks to candidates from different backgrounds.' This review will start immediately.

Mrs May told MPs that she wanted to introduce a range of measures to protect police whistleblowers who expose corruption among their colleagues and senior officers. These could include "sealed investigations", which prevent both force and suspects from knowing they are

under investigation.

She also launched a review of entire police complaints system, including the role, powers and funding of the IPCC and the local role played by Police and Crime Commissioners. The review will look at the complaints system from end to end, examining the process every step of the way and for all complaints from the most minor to the most serious.

Speaking to the House, Mrs May said: "I have always been clear that I believe the vast majority of police officers in this country do their job honestly, and with integrity. They fight crime in our villages, our towns and cities. They deal with dangerous criminals. They strive to protect the vulnerable and keep our streets safe. And they have shown that they can cut crime even as we cut spending.

"But as I have said before, the good work of the majority threatens to be damaged by a continuing series of events and revelations relating to police conduct."

She continued: "The measures I have announced today will ensure that we are able to examine the entire approach to cases of misconduct, improper behaviour



Home Secretary Theresa May.

and corruption. But in working to ensure the highest standards of police integrity, I want to leave no stone unturned."

Commenting on the proposals, Mel Jones, the Deputy Secretary and Misconduct Lead for the North Wales Police Federation, said: "The Home Secretary has outlined her plans for change in a number of areas and we will engage fully in any consultation process to ensure that the views of our members are heard on these matters.

"The overwhelming majority of police officers are honest and hard-working, however, as in any profession, there will be some who choose to break the rules and bring their profession into disrepute. It is important that we reinstall faith in the general public as to the integrity of our officers. Never before has the integrity and ethical standards of the police service been under greater scrutiny and policy makers and the public we serve expect the highest of standards.

"However, what we do not want is for our officers to be treated less favourably than other workers in other professions. Additionally, when officers do transgress we need to ensure that the allegations are investigated proportionately."

☞ *The overwhelming majority of police officers are honest and hard-working, however, as in any profession, there will be some who chose to break the rules and bring their profession into disrepute.*

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Farmers warned of risks of Thursdays!

The unlikely sounding advice to farmers to be vigilant on the penultimate day of the working week is underpinned by computer analysis which is bluntly telling all those who make their living in agriculture: "You are far more likely to be the subject of a crime on a Thursday."



*Rural team manager
PS Rob Taylor.*

Our rural team manager PS Rob Taylor has pioneered a "predictive policing" model aimed at pinpointing the day of the week most strongly linked to instances of crimes like sheep rustling and thefts of high value plant equipment.

One reason why Thursday is the premier day for rural crime may be that many livestock markets are held on this day, leaving farms vulnerable.

Rob has identified Saturday as the top day in terms of wildlife crimes, such as illegal shooting of birds of prey - less surprising given that weekends are known to be busy times for the police.

His team used a computer programme that searches our crime report logs using keywords including "bat," "bird" and

"badger" - and, for rural crime, words including "farm," "sheep" and "diesel".

Rob explains: "Since its formation the team has made a significant contribution to the amount of incidents reported in relation to farm crime. However, our detailed analysis over the past year has clearly shown that Thursday is the day when most crimes will occur on farms.

"In fact, between May and July there were five times as many instances on a Thursday than a Tuesday."

Incidents of criminals targeting farms in North Wales have fallen dramatically since the formation of Rob's team - bucking an apparent increase in some types of crime in the countryside nationwide.

Earlier this month rural insurer NFU Mutual noted that livestock theft was up 25 per cent last year - the most recent year for which figures are available.

Another new crime trend identified by the insurer was the theft of chemicals like fertilisers and pesticides, which can be taken in large volumes and exported easily.

The cost of crime to the rural economy totalled £44.5 million in 2013 - up 5.2 per cent on 2012 figures.

NFU's Mutual rural crime expert, Tim Price, says the indication was that organised criminals were stealing sheep

on a mass scale to slaughter and sell on as meat.

"Whereas before we were seeing maybe 20 sheep being stolen and these would then be found shortly afterwards alive and for sale at a market, now maybe 200 at a time are being stolen and are going missing - indicating that somehow the strict hygiene checks that are in place are being bypassed and the meat is entering the food chain," he explains.

"Forces are ploughing their resources into tackling urban crime."

Our Assistant Chief Constable Richard Debicki, who heads up Policing Operations, said: "The Force is committed to tackling rural crime which has a big impact in rural communities - this kind of crime impacts upon people's livelihoods, and the costs of stolen livestock and farm machinery are significant upon victims.

"Without the support of the police, people in rural communities people tell us that they feel isolated and vulnerable - that's why we have invested in this team, who are doing an excellent job in understanding and responding to these issues. The predictive analysis, that we are also using elsewhere in the Force, tells us when and where crimes are most likely to occur, which is helpful when we are deploying our resources."





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“My visit to the Police Treatment Centres has been life changing for me. Being able to talk to other patients, who have experienced similar incidents and to the patient advisor, Des, has lifted a huge weight of my shoulders. He is brilliant, I felt he really understood and helped me through a really tough time. His help has been invaluable and I cannot thank him enough.” North Wales Officer



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Rated 'good' - Force's response to budget cuts

North Wales' performance in meeting the challenges of budget cuts has been judged 'good' in a report by Her Majesty's Inspectorate of Constabulary (HMIC).

The report, 'Policing in Austerity: Meeting the Challenge', found that, in general, forces across England and Wales had met the financial challenge of the spending review with crime falling, victim satisfaction improving and forces protecting their front-line services as best they can. Five forces were found to be 'outstanding' and three required 'improvement'.

The HMIC report says: "North Wales Police is on track to meet its spending review challenge and is financially well-placed to face further austerity, but there are funding uncertainties that may increase future financial pressures."

The report judged North Wales, which has a savings requirement of £17.9 million, to be 'good' across three key 'Value for Money' requirements:

- Taking the necessary steps to ensure a secure financial position for the short and long term
- Delivering an affordable way of providing policing
- Efficiency.

In their summary the HMIC Inspection team said the Force has a good understanding of the demand it faces and that it is working to manage the demand better and to change the way it provides policing so that police time is used to best effect. Crime has continued to fall in North Wales, although victim satisfaction with the police is well below the figure for other forces in England and Wales.

The report says that North Wales benefited from a 'comparatively less difficult challenge' than most forces from the spending cuts.

Looking specifically at the Force's savings plan, the report continues: "North Wales Police has made some predictions about future savings that will be required through to 2016/17, based on prudent assumptions about likely grant reductions, cost increases and precept

increases.

"It has plans in place to make all expected savings required through to March 2016. The Force's plans for 2016/17 and beyond are less well developed, but there is an agreed timeline for developing and refining these plans and the Force is anticipating that it will achieve slightly more savings than needed in 2016/17.

However, there remain some uncertainties inherent in the financial planning assumptions, which may make the savings gap more difficult to bridge."

Looking at the way North Wales provides policing, the report commented on a new way of working being developed in Flintshire, which is expected to be rolled out across the Force in a phased approach: "The Force has not yet made any decisions about future structures or resourcing; the trial in one area is enabling the Force to involve staff in designing the most effective way of working.

"The next phase will be to introduce the model in Wrexham where it will also draw in public protection and business support functions. Staff are extremely positive about this approach, which is giving the Force a much clearer view on the structure it will need to respond to future demands."

Richard Eccles, Secretary of North Wales Police Federation, has welcomed the report: "Praise should go to our police officers and staff who, despite the cuts and increased pressures placed upon them, are doing an amazing job to maintain services for the public.

"We are continuing to develop our ways of providing policing across North

Wales to meet the challenges of austerity while providing a service which meets the needs of our local communities and the requirements of modern day policing "

HMIC has tracked police forces' response to budget cuts since summer 2011, using Force data and inspection to analyse how they are making savings, and how this is affecting their workforce and the service they provide to their communities.


This fourth report in the series found that forces in England and Wales have plans to save over £2.5 billion over the last four years.

In addition to five 'outstanding forces', 35 out of 43 forces - including North Wales - were judged as having a 'good' response, only three forces required improvement and no forces were judged as 'inadequate'.

HM Inspector of Constabulary Zoë Billingham said: "We recognise fully the hard work of police officers, PCSOs and staff which underpins this success. It is not easy to provide the high quality police service that the public rightly demands, with far less money. Police forces estimate that more than three in every 20 jobs in policing will have been lost over this period of austerity. Forces have had to change how they do their business – the best of them understand their demand in a sophisticated way and target their resources well, work with local public sector organisations to reduce crime, and collaborate with others to reduce costs.

However, as budgets continue to tighten, savings become harder to realise. HMIC is calling for a change in the way policing is organised and funded, so that as further substantial cost reductions are made, the police continue to keep the public safe."

- The five forces found to be outstanding were Avon and Somerset, Lancashire, Norfolk, Staffordshire and the West Midlands.

 *Praise should go to our police officers and staff who, despite cuts and increased pressure placed upon them, are doing an amazing job to maintain services for the public.*



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