



# YOUR VOICE

June 2014

**'Stay focussed  
on your goals'** See Page 9

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**Cover photo:** Olympian Sally Gunnell greets Sam Roberts, who chaired the Valuing the Difference session.

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# A positive turning point

**By Richard Eccles**

**In my last article for *Your Voice* I spoke of my personal frustration at the current trend among some groups for constantly focussing and highlighting negative stories or views about policing.**

That article was written in March and little did I realise that a few weeks later I would be getting a live example of that behaviour from the Home Secretary at the annual national Police Federation conference in Bournemouth.

Heading to Bournemouth I had not expected a big hug and words of praise from the Home Secretary, despite her assurances in 2010:

*"I will always back you, I will always support you, I will always fight for you."*

There was little evidence that she had any memory of those words as she entered into a vitriolic rant that attacked not just the Police Federation but every element of policing.

Having taken some knocks over the last 25 years, it was a tough session to deal with as it appeared that in the eyes of the Home Secretary we were all damaged goods.

Thankfully, the broader conference agenda was full of positivity and a genuine desire for change.

I felt that as the week progressed the mood of delegates was clearly evidenced in their desire to vote in favour of radical changes to the future structures and processes of the Police Federation of England and Wales.

Those votes will deliver a refreshed and invigorated Police Federation which is united in a common purpose of representing fully the officers policing our communities.

That will not involve throwing out everything that we have in place as there are parts that we do very well at present, but we all accept that improvement is required.

There must be some attraction to Federation membership, even under the current structures as 98 per cent of



*Richard Eccles, Secretary of North Wales Police Federation, takes part in the AGM debate on separate rank committees.*

Special Constables surveyed wanted a chance to become members and that option was supported by conference, we now need to make that happen to offer those colleagues seeking our support the benefits of membership.

Despite the extremely tragic circumstances, one of the best sessions of the whole conference was the one delivered by a truly inspirational senior officer, Chief Superintendent Nick Adderley.

I am sure that you will gather a flavour of the session from the update on Page 10, but the whole presentation which focussed on the aftermath of the cowardly murder of Nicola Hughes and Fiona Bone was a very candid and inspiring lesson in dealing with a team after the loss of colleagues.

As a service and as a Federation, we need to reflect on what we do well and promote ourselves to ensure that views are balanced and reflect the massive amount of good that we do every day.

Throughout the conference it was equally heartening to see other politicians and groups who perhaps are not always supportive of police action talking about the need to value, recognise and protect the British policing model.

I hope that this conference special sets out the detail of the work undertaken during the conference and hopefully it will be remembered as a positive turning point for the Police Federation and its members.

# We will not remain silent, chair vows

**Police Federation chairman Steve Williams asked the Home Secretary for an assurance that she will never introduce compulsory severance.**

Making his final keynote speech to conference, he thanked the Home Secretary Theresa May for ratifying the Police Arbitration Tribunal's ruling rejecting the introduction of compulsory severance but said: "It would be remiss of me, if I did not seek an assurance from you that you will never introduce compulsory severance for police officers with less than full pensionable service."

He went on to stress that everything the organisation does is to ensure a more efficient and effective criminal justice system. And, while as a staff association, it directly represents the interests of police officers, the wider interest of the public is also at the forefront of its activity.

Addressing Mrs May, he said: "Home Secretary, we remain deeply concerned that the numbers of police officers around the country continues to fall.

"Cutting police officer numbers today will have a detrimental impact on the service the public receive tomorrow. Yet at the same time, the HMIC and the IPCC grows. If this trend continues we will have more people watching those policing, than those actually doing it.

"There is no magic box of police officers. We do not want to return to the bad old days of boom and bust recruitment."

He raised his concerns that while she was 'quick to review police officers' terms and conditions there was no appetite for a review of policing and the criminal justice system.

During his speech, Mr Williams spoke of pride for the work that Fed reps do and thanked them for their efforts.

And he went on to highlight some of the successes of the past year, including the Police Bravery Awards 2013.

He said: "Home Secretary, when you're told that health and safety legislation prevents police officers from doing their



job, please remember these brave men and women and their selfless acts of courage."

And addressing his colleagues, he said he was leaving the Federation 'confident that we will continue to make a real difference'.

"The independent review is nothing to fear or be suspicious of," he said. "It offers the opportunity to modernise how we do things – not what we do.

"Despite the sullied opinions of those who consider the Police Federation a thorn that has been left untreated, we are much more than stories about Plebgate and Number 2 accounts.

"We are an organisation that demonstrates we can adapt to the needs of our members and the changing demands of the public.

"We are an organisation that stands up for what we believe is right. We know what works and what does not work in policing. We know what really benefits the public and what is nothing more than a gimmick.

"That is why we are not and never will be silent when we believe something is wrong for police officers or the public we serve.

"And while the independent review may change our structures and processes, we will remain such an organisation."

## An excellent speech

**By Paul Williams**

**Steve started his last conference speech by asking us to remember the four officers who died on duty this year - a poignant reminder for us all as to how dangerous our job can be.**

Light heartedly Steve referred to last year's speech when he said what a challenging year it had been - if only he had known then what this last year would bring!

He referred to the independent review and said that he was aware at the time of initiating the process that it would receive 'flack' in some quarters, he was disappointed that people had lost sight of the fact that WE initiated the report (significant after what was to come from the Home Secretary).

He made it clear that what we in the Fed do is in the interests of officers and the public alike and at the heart of our organisation. The actions of a tiny minority must not be allowed to tarnish the reputation of the vast majority of officers - he went on to highlight those officers who were nominated for the most recent bravery awards and that policing is a vocation not just a job, we are never off duty.

He went on to make a number of points to the Home Secretary:-

- 1) Crime recording is inaccurate - highlighted by us, hold nerve when the figures start to go up when recording is more accurate.
- 2) Training must be more than simple e-learning just for forces to tick a box.
- 3) Cells are for suspects NOT for mental health patients.
- 4) Police killers MUST get a mandatory whole of life sentence and die in prison - not just be considered for one.
- 5) Finally, and most importantly for me, he asked the Home Secretary to give an assurance that compulsory severance would never be introduced - she remained stern faced and unmoved (we now know why).

Overall, I thought this was an excellent speech by Steve – however, as he mentioned at the start of his speech, 'if only I'd known then what I know now' I wonder if he'd known what was coming from the Home Secretary would his speech have changed? I'd like to think so.



# 'We will impose change on you'

**Theresa May issued a stark warning – saying the police service and Federation 'must' change.**

She urged the Federation to initiate the reform itself, or she would enforce the change.

Speaking at the annual Federation conference, she said: "Make no mistake. If you do not make significant progress towards the implementation of the Normington reforms, if the Federation does not start to turn itself around, you must not be under the impression that the Government will let things remain as they are.

"The Federation was created by an Act of Parliament and it can be reformed by an Act of Parliament. If you do not change of your own accord, we will impose change on you."

She announced that from August the organisation's public funding would be withdrawn.

And she accused officers of treating members of the public with contempt.

She told delegates it was time the Federation 'faced up to reality' and changed its ways and said she was willing to grant the IPCC more powers and 'reform the organisation further if that is what is needed' to help flush out corrupt officers.

She said: "It cannot be right when officers under investigation by the IPCC comply with the rules by turning up for interview but then refuse to cooperate and decline to answer questions.

"Such behaviour – which I am told is often encouraged by the Federation – reveals an attitude that is far removed from the principles of public service felt by the majority of police officers".

She continued: "It is the same attitude expressed when young black men ask the police why they are being stopped and searched and are told it is "just routine"



*Home Secretary Theresa May.*

even though according to the law, officers need "reasonable grounds for suspicion".

"It is an attitude that betrays contempt for the public these officers are supposed to serve – and every police officer in the land, every single police leader, and everybody in the Police Federation should confront it and expunge it from the ranks."

Mrs May announced the Home Office would use its powers to inspect the Federation's accounts, and announced that she would be bringing forward proposals to make the organisation subject to the Freedom of Information Act both on a national and local branch level.

She also said officers would no longer automatically become members of the Federation, instead having to opt in on joining the service.

The public money previously spent on the Federation will now be allocated to a new scheme called Police First, aimed at attracting university graduates, she added.

She made a point of listing the controversy that has embroiled the police service and Federation for the past few years mentioning Plebgate, worrying reports about stop and search figures, the Stephen Lawrence inquiry, Hillsborough and the death of Ian Tomlinson to name a few. This is alongside the allegations of

bullying within the Federation.

She said: "It would be the easiest thing in the world for me to turn a blind eye to these matters, to let things go on as they are, to deny the need for change. It would be the easy thing to do, but it would also be the wrong thing to do, because I would be letting down the people in whose interests I am elected and you are employed to serve.

**SS** *I want you – the representatives of the thousands of decent, dedicated, honest police officers – to show the public that you get it, that you want to take responsibility for the future of policing and you want to work with me to change policing for the better.*

"I say this not – as I've heard it said by some of you before – because I want to run down the police, but because I want the police to be the best it can be. I want you – the representatives of the thousands of decent, dedicated, honest police officers – to show the public that you get it, that you want to take responsibility for the future of policing and you want to work with me to change policing for the better."

She continued: "I know that some of you will find these changes unpalatable. In particular, I know that some of you will find the Freedom of Information Act an unwelcome intrusion. But the Police Federation is an organisation created by statute, it serves a public function and the Normington review demonstrated very clearly that it is an organisation in need of greater transparency and accountability. So it is a change that I believe needs to be made."

## In our view...

*"In over 25 years I have never felt so unappreciated by a politician who seems to feel it appropriate to heap blame on the shoulders of every police officer without any consideration of the impact upon policing. I look back at her promises of support in previous years and think that she has abandoned or forgotten her pledge to us."*

**Richard Eccles.**

*"This was very much a party political on achievements of the coalition which was to be expected with many references to debt and cutting budgets. She made a specific acknowledgement of the bravery of officers and the Police Bravery Awards but then made several references to recent enquiries concerning the integrity of police officers before referencing the Normington report and making specific mention of bullying, in fighting and a response to the call for change within the Federation.*

*"She said police reform is required. Majority of officers are very good but there is a problem with the minority. Two thirds of the public trust the police but a third does not. Only 43 per cent of people from a Caribbean background trust the police which has to improve.*

*"The Home Secretary clearly has further matters on her agenda and especially concerning integrity, the Federation and Federation money. She is clearly very determined to make change. The increased IPCC powers she mentioned will be of grave concern to officers.*

*"The session would have been improved by having more time for questions from delegates."*

**Mick Laidlaw.**

*"Questions covered issues such as the independence of the IPCC, mergers of forces, the timescale of the independent review recommendations, and the perceived politicisation of the police service. The Home Secretary gave in my opinion defensive answers to straight forward questions. When asked about a Conservative MP's comments in a newspaper article, Mrs May was clearly uncomfortable and wouldn't answer to say she either agreed or disagreed with the comments. I was disappointed with this and her other answers and was left wondering whether she actually supports the police service as a whole. I am fearful for the service should she continue in Government after the election."*

**Paul Mckeown.**

*"The most surprising issue was that the Home Secretary said we should either accept ALL 36 recommendations or else they will be imposed and if necessary primary legislation will be used to reform the Federation with a one-year deadline being muted. This was totally out of the blue and resulted in conference having to have an emergency break later in the afternoon before discussion on the recommendations commenced. Everybody appears in favour of change but this just felt like being bullied. Very interesting speech as always - recognition of individual bravery and gratitude, followed by a long list of how the police have got it wrong with an ultimatum thrown in at the end. Led to lively Q and A session and discussion over lunch. No booing this year but anger was evident."*

**Paul Speight.**

*"She went too far and her attack on the integrity of the service was a disgrace. A total reversal to her 2010 speech when she said 'I will always back you, I will always support you, I will always fight for you'."*

**Kim Owen.**



# Review chair: opt for reform



Sir David Normington.

**Sir David Normington, who chaired the independent review of the Police Federation, faced the difficult task of addressing conference immediately after the lunch break on Wednesday when most delegates were still reeling from the Home Secretary's speech.**

He urged reps to opt for reform not just because they had been told to but because they wanted to reform the Federation and set it on a new track so it became modern, representative, influential and above all trusted, professional and united.

Sir David explained that after Theresa May's speech the Federation faced two possibilities – to become even more determined to reform or to channel its anger into an acrimonious and prolonged dispute with the Government.

Explaining that delegates probably felt shellshocked and a bit angry at what they had heard, he said the question was what were they going to do about it.

But he said: "I think the only thing for you to do, in the light of what the Home Secretary said, is to avoid the trap and focus on reform to prove her wrong."

The Federation should show the Home Secretary it was actually an organisation that wants to reform, that it commissioned the independent review and was going to implement it and that the Government did not need to.

"It's the only way," he said, later admitting that the Federation really had far less choice now than it had in the morning before the Home Secretary's speech.

He went on to outline the background to the review and recalled his speech to last year's conference when he gave three commitments – the review would be

## 'Changes would take two years'

**The recommendations in the review report are not 'implementable over a year' according to the review team's chair, Sir David Normington.**

He was asked by West Midlands rep Steve Rees for his views on the condensed timeline for change put forward by the Home Secretary.

Sir David replied that, while he was trying to avoid disagreeing with the Home Secretary, he also did not want to change the review team's original timescale of two years.

independent, its findings would be based on evidence and the review team would act in the best interests of the Police Federation.

While the evidence showed a demand for root and branch change, the review team had an unshakeable belief, he said: "That officers in this country need an effective, respected and authoritative body to represent them individually and collectively."

This, he added, was not a 'nice to have' but an essential part of a healthy police service. It was important to have a voice and the review team never questioned the need for the Federation.

But the report was really saying 'change now or fear the consequences' so that the Federation could be strong and become a voice that could not be ignored.

The Federation should concentrate on the three key themes – trust, professionalism and unity – and, he said: "There never has been a moment more than today when you need to come together and be on one side."

The review team had put forward a four phase programme that would take two years to implement, Phase 1 from now to Christmas, Phase 2 up to October 2015, Phase 3 from October 2015 to April 2016 and Phase 4 from 2016 onwards.

Change needs pace but needs to be properly implemented, Sir David told conference.

"But from what the Home Secretary said, you don't have much time," he said, and biting off all the recommendations in

There were many changes that could be made in the first nine months but there were also some very complicated issues to address and these would need negotiation at a local level and regulation changes. Some changes, he said, would go on after the two-year period too.

"We thought two years was quite tight actually and we thought we were asking you to do a lot in that time so I don't want to change what we said in the report," Sir David explained.

one go would not be a bad choice now.

"You need to convince the public and Parliament that they can trust you to get on with the job. You need that more than ever now."

He concluded: "I really, really do wish you well. I hope you do the right thing and take the right decision but frankly now it's over to you."

## In our view...

*"Sir David gave a very good summary of the review and showed that we should not be involved in dispute but reform. He came across as very learned and articulate and stressed that the Home Secretary does not need to implement the review recommendations we can do it ourselves. We learned about how the review was conducted and how we should move forward to provide better service for our members."*

**Mick Laidlaw.**

*"Sir David Normington urged us to reform and to avoid confrontation with the Government. I found him to be an interesting and persuasive speaker and his rationale and explanations helped my decision making during the votes."*

**David Jones.**

# 'A moment of inspiration' puts Federation on the road to reform

**At 5.06pm on Wednesday 21 May, the Police Federation of England and Wales set itself on the track to reform in line with the Normington report following the independent review.**

Backing an emergency motion, put forward by the West Midlands Joint Branch Board and updated by a Joint Central Committee amendment, conference accepted all 36 recommendations in the report.

Conference had originally planned to debate all 36 recommendations, and suggested amendments to them, but given the Home Secretary's ultimatum had been left with something of a dilemma and general secretary Ian Rennie, for one, seemed grateful for what he called a moment of inspiration from the West Midlands JBB that led to the over-arching motion being put forward.

An implementation board will now be created, headed by an appointed project director, and an Interim National Board and Interim National Council will take responsibility for firming up the finer details of the recommendations.

The decision to back the over-arching motion followed an emergency gathering of the chairs and secretaries of all branches of the Police Federation in the wake of the Home Secretary's hard-hitting speech to conference on the Wednesday morning.

Theresa May made it clear that if the Federation did not press ahead with the Normington recommendations the Government would step in and take over.

She told delegates: "My message to you today is that the police must change and so must the Police Federation."

The Federation, she said, needed to show the public that it wanted to change and that she would be watching progress

this week.

Her warning did not fall on deaf ears. The next session was led by Sir David Normington, who said delegates had two options in responding to the Home Secretary – become more determined to reform or embark on an acrimonious and prolonged dispute with the Government.

"The choice is yours," he said, "But I don't think you have quite as much choice as you had this morning."

At the end of Sir David's session, the emergency meeting was called and after almost an adjournment of around an hour and a half, there was an air of anticipation as national chairman Steve Williams talked about the independent review and stressed that it was important the Federation kept control of the reform programme.

As the conference entered the annual general meeting, the first emergency motion – which related to the review – was withdrawn.

In his speech, he said: "This reform must make us truly fit for purpose and equipped to meet the needs of our membership. It must enable us to meet the numerous challenges the police service faces in the future. The reform must also be workable and sustainable in the long term.

"At the various Federation meetings held since the launch of Sir David Normington's independent review report in January our JBB has been, and continues to be, very supportive on much of what is recommended. We have debated the recommendations with our JBB and membership and have awarded 80 per cent of them 'green' using the RAG system adopted by the JCC and JBB chairs and secretaries.

"The more we discussed the report the



more it was apparent that there were many areas where the 'devil is very much in the detail'. Clearly, further work is needed on this huge and complex change management programme so the recommendations bring workable change and a sustainable future for the Federation, its members and the representatives. We owe this to our membership!

"That is why we are proposing this motion. We feel it is vital the detailed and complex work is carried out by a newly formed Implementation Board, headed by a Project Director. This approach is actually advocated in the report. Ensuring the assessment, evaluation and successful delivery of the recommendations, together with ideas we might have as we work through this process, will, we believe, improve our ability to democratically operate effectively and efficiently."

There was a palpable sense of relief when the motion was carried.

*“The choice is yours, but I don't think you have quite as much choice as you had this morning.”*



Romeo

Oscar

Whiskey

Lima

India

November

Sierra

Oscar

November

Sierra

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# Valuing the difference



By Sam Roberts

**On the Thursday of conference week, the Women's Reserve Seat held a lunchtime forum and I chaired the meeting.**

I did feel like I was surrounded by friends. It was lovely to see all the Reserved Seat ladies for what may be the last time we hold any sort of forum for women reps.

We remembered Inspector Michelle Coxhead from Derbyshire Police and PS

Louise Gibson from Thames Valley Police who died recently, a very sad thing to have to do and I always find this gets to me emotionally.

We also congratulated a number of ladies that were attending their last conference and they were given a gift from the JCC ladies and had their pictures taken.

Thanks were given to Fiona Douglas-Mullet for her time as the Reserved Seat constables' rep and Hayley Ailey who has taken over from her was welcomed.

It was a short and sweet meeting but it was nice to see old friends and be able to spend some time with them before and after the meeting discussing the way things had gone during conference week.

No-one knows at the moment what is going to happen with the diversity profile of the Fed and, in effect, our female reps but I, for one, think works well and provides a strong close bond between women from all over the country.



Former Olympic gold medalist Sally Gunnell.



Left to right: Franstine Jones, Professor Jennifer Brown and ACI Claire Burgess.

## In our view...

*"Bearing in mind this was my first conference and I have not had experience of the women's session normally being separate, my view is that it had the opportunity to reach a much wider audience which can only be a positive thing and the message was clear that this is important, however, a couple of the speakers may have had a negative impact with their hard line views on what the organisation does and doesn't do or should and could do. I don't think judging by some reactions men fully understood some of the issues being raised such as the gap in pay etc.*

*"I thought Sam Roberts did very well, I think it would be nice for the Board to thank her for her work, quite a daunting thing to address conference as she did.*

*"I personally found the session beneficial highlighting a variety of different issues women come up against, some food for thought and Sally Gunnell was probably my favourite speaker, very enthusiastic and inspirational with some good tips about being driven and achieving your goals."*

**Ceri Hawe.**

*"This was an interesting session which started out with a brief update on working groups. It outlines how*

*austerity measures had a longer term impact on flexible working applications, which created more barriers for female officers we are striving to attract. The session painted a bleak picture for females, people from BME backgrounds and disabled people. Claire Burgess of the City of London afforded a great insight into the female mind while I found it interesting that Franstine Jones said the NPBA is willing to work with PFEW. Another element of discussions was the need for broader representation to ensure equality of service for members."*

**Richard Eccles.**



# Standing ovation as conference remembers murdered officers



Chief Superintendent Nick Adderley.

**In a week dominated by talk of how the Police Federation needed to change, the final session of the opening day of conference brought home to everyone present how truly effective the organisation can be when it gets it right.**

The session was led by Chief Superintendent Nick Adderley, Territorial

Commander in Greater Manchester Police's North Manchester Division and the senior operational officer on duty when PCs Nicola Hughes and Fiona Bone were murdered in September 2012.

But, as well as talking about operational events, he also discussed his own emotions around how the day would

be forever etched in his memory and revealed that he had offered to resign as he attempted to take the blame for what happened on his watch.

He introduced his presentation by saying he would talk about what happened after the headlines and how the police service and the Police Federation picked up the pieces saying it would show how much power and how much influence the Federation could have and the difference that 'you people' make.

The Police Federation of England and Wales and the Greater Manchester Police Federation came through the incident with flying colours, he said.

He then paused from telling the story of the build-up to the officers' murders to pay tribute to them. Nicola, he recalled, would boost morale on shift no matter how hard it got. She was 'giggly, lively, absolutely full of life', always had something to say, a great officer and a really great girl'.

Fiona, he explained, had a real sense of serving the public, he told the conference, with great ideas of taking things forward. 'A really, really bright officer,' he concluded.

## In our view...

*"This was the last session of a long day and some might be forgiven for thinking that anyone delivering a presentation at this point of the day would struggle to keep the interest, but not Chief Supt Nick Adderley, former Divisional Commander of Tameside in GMP.*

*"His presentation was a heart wrenching account of the events leading up to Cregan being wanted for gangland related killings and violent attacks using guns and grenades and how Fiona and Nicola attended at the address where he slaughtered them in cold blood. It was clearly an emotional recounting of what happened on the day that two colleagues died and how he with the Police Federation, UNISON and the Superintendents' Association worked through the process of dealing with their killer, the community but mainly with those left behind to deal with the aftermath and the grieving. It was clear that C/S Adderley still lives with the daily memories of that tragic day. He held us all in an almost complete and tense silence as he walked us through what happened. At the end he received a long standing ovation that*

*brought the day to a conclusion. RIP Nicola and Fiona, you are remembered fondly by all your friends and colleagues."*

**Dave Thomas.**

*"This was an incredibly interesting and humbling presentation. As a police officer it is truly your worst nightmare. Losing a colleague at any time is harrowing but in such violent and barbaric way is beyond recognition. Mr Adderley spoke with honesty, humility and in such a way that you could hear a pin drop. He was re-living that awful period and his emotion was obvious to all listening.*

*"I learnt from this session how important the Federation was not just on the day but in the aftermath. How in fact they are still dealing with the outcomes of losing two popular officers and working side by side with the Force and in particular with Mr Adderley and his team in the Tameside Division. I think he also illustrated that however much training you do in your lifetime nothing can prepare you for such an horrific episode in your life.*

*"I honestly feel that this session could not have been improved. It was hard hitting but relevant in that it was valuing the*

*importance of our organisation in looking after our colleagues in the best way possible, whatever has happened officers will always need that one person who is on their side and is there to help.*

*"I think everyone in that room today had a tear in their eye. It was relevant to the role of Fed rep in that it illustrated to us how important our guidance and support is not to those affected but also the machine which is the police organisation. The thing that resonated with me most was the way in which Mr Adderley didn't do what he was expected to do. He did what he thought was right and in the main this was to protect his staff and do what he felt was correct in those extraordinary circumstances.*

*"The session was impactive to me both as a rep and as a supervisor. The need to do what feels right has to take precedence over the invariably impersonal policies that rule the police service!"*

**Sam Roberts.**

*"A sad, emotional but, at the same time, inspirational speech."*

**Kim Owen.**

# Time to build bridges says Constables' leader



*Will Riches, Chairman of the Constables' Central Committee.*

## **Bridges need to be built with the Government if the Federation is to move forward.**

Will Riches, Chairman of the Constables' Central Committee, spoke at the rank's separate rank meeting on the opening day of conference.

He said the Federation needed to learn from its mistakes and move on to create an organisation fit for the future.

"What has been done to the police officers of England and Wales has been incredibly harsh, but we need to accept that we have not helped ourselves," Will explained.

"We tried playing hardball with Government - our response was first one of shock, then verbally aggressive, and finally crude and disrespectful. We targeted individuals rather than issues, using sound-

bites instead of sound judgement. We got so caught up in the fight we lost sight of the prize.

"At the very time when we most needed friends in Government, we got personal and offensive. Goodwill was essential to ensure our case had a sympathetic audience.

"Yet any chance of input, choice or influence into where and how the requisite savings might be made was destroyed by our actions."

He touched on the number of officers who had been forced out due to the 20 per cent cuts and made reference to morale being at an all time low.

"So, we need to re-connect with Government using the language of diplomacy and reasoned argument. We know that this is the only way forward, and it's already working," delegates were told.

"Future dialogue will be mature and constructive; our arguments will be measured and robust, and never again personally abusive or vitriolic.

"We have a clear objective: the restoration of police pay and conditions to a level which reflects the daily challenge of the public duty we perform."

He continued: "To those who may suggest that we are opposed to change or blockers to reform, I have a message for you. You've got it wrong. To those outside the Federation who refuse to notice or choose to ignore - listen carefully - this Federation embraces reform.

"Our goal is to deliver a long-lasting Police Federation which stands scrutiny, and the test of time.

"We have to look at what we've learned over

the last few years, and work together to rebuild our strength through unity and co-operation. Joint working means mutual respect, and a shared regard for our different needs," he said.

"Constables of England and Wales, we have a unique opportunity to drive forward change for the better, for the benefit of everyone. Our destiny is in our hands, and we must all work together to build a better future.

"If we miss this opportunity now, and allow our Federation's future to slip from our grasp, then every one of us will regret it to the last day of our service.

"With strength, with dignity, with integrity and with honour, we will rebuild this once proud organisation."

## Constables' concerns

*By Dave Thomas*

**This year's constables' meeting lacked something and I'm not really sure what that was. It seemed quite a deflated affair. Maybe it is the current uncertainty of where the Police Federation is going to look like after conference, during which the independent review was the major topic.**

I feared that there was a possibility of it being a non-event, but then we had a panel discussion with the Police Minister Damian Green, the Shadow Police Minister Jack Dromey MP, Lord Gordon Wassermann and John Hendy QC.

The comments from Damian Green and Jack Dromey were not surprising with an election next year! One especially interesting guest was John Hendy QC who has a vast experience in the world of trade union law. His views have an interesting slant to the debate and I feel might have given food for thought to both the MPs. Basically, he advised caution and a period of reflection over all but the most straight forward recommendations and considered that PFEW was very similar in its aims as a trade union.

This was a great session to lift the overall mood of an otherwise lack lustre gathering.

I believe that if, and it is a big IF, there is another constables' conference meeting, ditch the gadgets and concentrate on issues that directly affect the members. Too much time was wasted again.

## Warning from Police Minister

**Policing Minister Damian Green warned that the Government would legislate for reform if the Federation did not do it itself.**

Speaking at the Police Federation's Constables' Central Committee meeting the day before the Home Secretary's appearance at conference, he said it was down to the Federation to restore the public's confidence in policing after what has been a tough year.

"We cannot allow the public's confidence in the police to be undermined any further," he said, "They face the public day in and day out and maintaining and developing confidence is vital if police officers are to do their job. Think how demoralising it would be for officers if they

were not trusted by the public. And think how much more difficult this would make their job."

He reminded delegates of some of the things which the Government were introducing to improve police integrity, including the College of Policing drafting a Code of Ethics which sets out the high standards of behaviour expected from all police officers and staff.

He went on to mention legislating for a new criminal offence of police corruption, a national register of 'struck-off' officers to record those dismissed for misconduct, the strengthening of the Independent Police Complaints Commission and changes to stop and search.



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# Remembering Nia, as Rosie fulfills her dream

**In 2002, while stationed on the old Eastern ARV, I was approached by my inspector and asked if I would help an 11-year-old girl called Nia Wyn Jones who was terminally ill with leukaemia.**

Nia had been given approximately three months to live and her family were trying to grant her all of her wishes. One of these was to ride in a police car, as her ambition was to be a police officer.

I went to her house and met Nia and her family. I'd taken the smallest police uniform I could find, kitted her out, and drove her on blues and twos from Mynydd Isa to Mold.

Nia laughed, screamed and smiled throughout and asked if we could visit her friend Rosie in Mold. We pulled up outside Rosie's house, I 'whooped' the siren and put Nia on the vehicle PA system.

Giggling, she said into the street: "Rosie, this is the police. Come out with your hands up!"

Rosie came out and they hugged,

squealed and howled with laughter.

I got very close to Nia and her family over the next few months. But she became weaker after Christmas and passed away.

We provided a police escort for Nia to her funeral in Flint and then the crematorium in Wrexham. I sat alone behind Nia's family and glanced across to see Rosie with her parents.

She came across and sat next to me. I handed Rosie my white police gloves I had worn for the funeral and we parted. I hadn't seen her since. That was in 2002.

This morning, I opened my emails and found one entitled "Hello Stranger!!" It was from a PC 2918 Rosie McHugh stationed on Wrexham Rural.

In the email she reminded me of a day 12 years before when I had visited her house with her best friend Nia, and that I had given her my white police gloves.

Rosie has become what her friend had so badly wanted to be, a police officer.

**Constable 92 Wayne Pugh**



*Wayne and Rosie.*

## Rosie's story in her own words

**Nia was my best friend and we had been friends since nursery. We were inseparable and both as mad as each other. Nia was a funny girl who loved animals and loved people. She could find humour in anything, she brightened everyone's day.**

She was diagnosed with cancer when we were nine. She was never told and I did my best to shield her from it all. I spent two years stuck to her like glue while she fought that horrific disease.

I have never known anyone so courageous and strong. She did not complain, she did not get angry or mad... she laughed. She fought so hard.

She was given wishes by Make A Wish Foundation and we went on a shopping trip to Toys R Us and grabbed all sorts for free.

But one of the wishes I will never forget was the day she had with the police.

Wayne Pugh took Nia for a day with him, on a blue light run, playing with uniform and talking all things police.

"I want to be a police woman when I grow up," Nia shouted with excitement, with that huge beaming smile.

Those words still fill my eyes with tears.

At 11-years-old it impacted on me greatly. I knew that my best friend would never reach that goal.

Wayne brought Nia to see me in the police car and she found the whole thing hilarious, shouting on the hand held tannoy.



*Nia, Tom (brother) Rosie and Wayne.*

Nia looked up to Wayne, not only because she was a child and he was very tall, but because he was a kind hearted, funny, caring man.

Those words greatly influenced my decision to join North Wales Police, to pursue the dreams she couldn't and to make her proud.

Those words still give me chills as I tell people today "I am a police woman/officer".

When Nia sadly passed away, Wayne carried her down the aisle wearing a pair of white gloves as we said our final goodbye.

I sat in the pew of the church feeling lost and alone, I'd lost my best friend in the

whole world.

I saw Wayne sitting across the aisle from me, I went over to join him and we looked at each other with tears in our eyes. That moment I realised, I'd gained a friend.

Wayne gave me the white gloves which I still have to this day, but best of all, he put his arms around me and made me feel safe, less alone, less vulnerable.

After meeting Wayne and experiencing his kindness and compassion I felt sure that I would one day look to follow that path. The support I received from him enabled me to get through a very difficult time in my life.

Wayne showed me what it meant to be a good police officer, to manage emotions and offer crucial support to those in need.

I wanted to provide that support and compassion to others.

I wanted to be like that.

Looking in the mirror now it seems surreal, 12 years have passed by and I am now wearing that same uniform which she adored and found to be so exciting. The uniform which looked like fancy dress on an 11-year old. I still feel like I am in fancy dress now, just thinking back to that day and seeing how I am wearing this uniform each day to work.

It fills me with an immense sense of pride to wear it, a sense of achievement for us both... it fits.

This uniform fits and not just because I am older now and taller in frame, but because I believe this has always been the uniform I was destined to wear.



# Reform will increase confidence, Sergeants told

**The Police Federation has a 'bright future' if it embraces the reforms set out in the review – according to the Chairman of the Sergeants' Central Committee.**

Speaking at the rank's separate meeting on the Tuesday morning of conference, John Giblin said there was 'much to be positive about,' explaining: "We didn't wait for our organisation to be forced into change; we commissioned the review because we understood that any healthy and vibrant organisation cannot stand still, otherwise we would atrophy, wither and die."

He said the review was an opportunity to put an organisation together that is fit for the next 100 years.

He said: "Change always provokes suspicion and anxiety. No set of recommendations are ever perfect, but the review's findings both support the good work that is already done by many and addresses the weaknesses that have been apparent this last few years."

He spoke of the 'genuine appetite' to embrace the changes which are needed to give both the public and police officers confidence in the Federation.

"The report raises concerns about the Federation's lack of openness and transparency about its affairs and finances, weak accountability to members and the public, its inability to promote good behaviour and professional standards and internal divisions that have hampered its effectiveness and reputation" he said.

"Members, it says, have lost confidence in it and it is losing its influence in representing its members.

"It (the Federation) has to increase its professionalism particularly in its standards of behaviour and conduct. It has to become more unified and speak with a single voice.

"By many, the Federation is seen as a wilful roadblock to reform and change. That is why we must not only show willingness to reform, but actually do so. If we cannot accept the need for reform on our own terms, then the Government



*Retiring Chairman of the Sergeants' Central Committee John Giblin.*

will force reform upon us."

He urged sergeants to remember all the good work they do and not to get too down heartened by the bad press around policing

He said: "When some doubt you, remember, there are many who rely on you for help, guidance and assistance. You are the life blood of policing and the Federation. And never forget, as sergeants you are the fulcrum upon which the service pivots, the glue that binds it all together, the golden thread in the food chain of operational service delivery to the public that ensures excellence throughout the family of forces."

Mr Giblin used his speech as an opportunity to announce his retirement as chairman of the Sergeant's Central Committee. He has served 32 years in the service, 12 on the Joint Central Committee and six as chairman of the sergeants.

"I have decided to call it a day and stand down from the Federation at the end of this conference and retire from the service in June," he said.

"It has been a great honour and immense privilege to have been your chairman, but it is time to pass the baton on and move onto other things. I am the past and the present, but you are the future of the police service and of the Federation. You carry a heavy burden, but I know with such fine men and women as I see gathered here today, that the future is going to be very bright indeed."

## Focus on custody role

*By Tam Reilly*

**The main topic of conversation during the forum session at the sergeants' separate meeting was stress related issues affecting the custody sergeant.**

Hosted by John Stapleton, guest speakers were Dawn Copley, ACPO lead on custody, Kevin Huish, the Fed lead on custody and Dr John Houdmont who has conducted a detailed study of custody sergeants for PFEW.

His study involved 930 officers from 39 forces with the focus on custody related stress and eventual burn-out.

Custody officers, it was reported, are at higher risk than other operational sergeants with shift patterns a factor. It appears 12-hour shifts are worst for health but I found this strange as these give more time off. The study states the best shift pattern appears to be six on four off in 10-hour shifts.

The biggest factors for burn-out were staffing levels, irregular meal breaks, workload and a lack of understanding from management.

More than 50 per cent of officers would be classed as suffering from mild depression based on feedback while 42 per cent were suffering from psychological work related stress.

Surprisingly, despite this, the performance of custody officers stands at 88 per cent. This remains higher than operational sergeants where performance is 86 per cent. Nevertheless 24 per cent wanted to leave custody environment and 43 per cent felt like leaving police altogether.

I found it interesting as I am a custody officer, happy in my job and with no desire to leave.

Recommendations included: ensure regular meal breaks, more managerial support, increased risk assessment and occupational health screening.



# Inspectors need a strong voice in Federation reform



Alan Ogg, *Inspectors' Central Committee chairman.*

## Inspectors must have a 'strong voice' to help shape the future of the Police Federation.

Alan Ogg, Chair, addressed delegates at the Inspectors' Central Committee meeting on the first day of conference, talking about the independent review, the impending change to the organisation and the role for an inspector or chief inspector in the biggest shake-up of the Federation since its conception.

He said: "Our job is to make sure that any change takes account of our views as inspectors and chief inspectors.

"As managers in the police service we need to embody the change we want to see. And in many ways we already are.

"Around the country the inspecting ranks are telling us that this change needs to be embraced. It needs to happen if our voice and the voice of our members is to be heard.

"As inspectors, we know that with major change come risks, dangers and challenges. But we also recognise it brings opportunities.

"We need to ensure that we have reps where they are needed. We need to ensure we have sufficient numbers to contribute and make a difference; to represent the views from the front-line; to represent views with local managers; to represent views on local boards and on the national stage. Having fewer numbers does not mean we cannot have a strong and equal voice."

He went on to say the independent review was being embraced.

"Despite some external speculation about our likely response to the independent review, no-one objects to change that makes our organisation more open and transparent," he said.

"No-one objects to change that better demonstrates the value for money we provide to forces. No-one objects to change that shows the value we bring to the public through ensuring the welfare of those officers who serve them."

Concentrating on the year ahead and the challenges it may bring he said: "The ICC will be examining the increasing number of

rest days inspecting ranks are working.

"Government and chief officers must not lose sight. It is the good will of our members that is papering over the cracks of falling numbers.

"With the increasing pressure and workload it is only a matter of time before a force faces the consequences of an oversight or error."

He continued: "And let's not fool ourselves that a change of government will mean no more reforms.

"But being robust in our disagreements with government need not mean pulling down the shutters. It is far better to be in the room discussing the future of policing than observing from outside.

"The reality is that we either build bridges or we fall into the abyss. This week we have an opportunity to bring our knowledge, our experience, and our skills to shape a Police Federation that is truly fit for purpose.

"We must seize the day and embrace the opportunities we have to improve how we represent and influence. We must do what is right to ensure we have a strong voice in government in a changing policing world."

*“This week we have an opportunity to bring our knowledge, our experience, and our skills to shape a Police Federation that is truly fit for purpose.”*

## Evolution not revolution

By Paul Speight

### Reform through evolution not revolution was the key message of the inspectors' meeting.

The voice of inspectors should not be lost when issues affecting all ranks are being discussed but inspecting ranks are becoming fewer and fewer in number. Nationally numbers have declined by 17.5 per cent since 2009 with numbers having reduced by 443 over the past 12 months alone.

Numbers are down but workloads have increased and there remains an excessive work hour culture with many forces failing to

properly record the time inspectors are actually working.

All inspectors are urged to record their true work hours, calls off duty and on call responses.

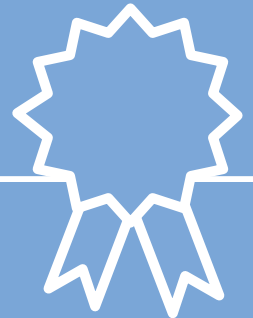
The second half of the conference was a Q and A session with five panel members including HMCIC Tom Winsor, the Staffs CC Mike Cunningham, Gwent PCC Ian Johnston, an academic professor and an inspector specialising in mental health and vulnerable persons. There were five areas of discussions involving custody, vulnerable persons, partner agencies, excessive working hours and

command resilience.

The views of Mr Winsor with opposing views by PCC Mr Johnston concerning fast track and direct entry were particularly interesting. Mr Winsor once again referred to Hillsborough and the failure of a superintendent 30 years ago as a main reason why police leadership needs to change. Mr Johnston stood out for his no nonsense practical approach to the issue.

The session was particularly relevant as the five issues directly inhibit inspectors and require either primary legislation changes or ACPO views to change.

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# Support for Office of Constable



**Shami Chakrabarti, director of human rights organisation Liberty, has pledged to continue to support the Police Federation in its fight against the introduction of compulsory severance.**

In a Wednesday morning speech to conference, in which she described herself as the warm-up act for the Home Secretary who was addressing the next session, Ms Chakrabarti found herself with a largely receptive audience which, while perhaps not agreeing with everything she said, respected her views and presentation just the same.

"Compulsory severance is a direct threat to constables and that is why Liberty support you in opposing it and will continue to do so," she said.

"Similarly, direct entry and fast track promotion is just another way to militarise what was consent-based policing. We should watch it with grave caution."

In her 'The Thinning Blue Line: Officer Independence and the Rule of Law' presentation, the Liberty leader said the Police Federation had been a source of irritation to the current Government

because it was about checks and balances "as is the rule of law".

"And checks and balances are essential to your Federation as they are to the rule of law."

She also described PCCs as "politicians' revenge" and said they were a grave mistake and as much of a threat to the UK's police constables as compulsory severance, direct entry and fast-track promotion.

Ms Chakrabarti said politicians failed to recognise that both democratic politics and independent police officers who are "outside politics" were needed to preserve the rule of law.

She said senior officers being "dragged into" political issues also represented another threat to policing, adding: "There are enough difficulties just doing the job but you can get dragged in deliberately and inadvertently and it's dangerous when chief constables allow themselves to be used by politicians in that way."

She concluded by saying: "People may not agree with all our campaigning but that's the nature of human rights. We may be the grit in the oyster but you'd miss us if we were gone."

And on the subject of the independent review, she continued: "I am most concerned with the Office of Constable. I think you should embrace and lead this reform agenda and go on the front foot so there is as little interference as possible because legislation is a back door way of politicising the service.

"You are independent officers of the law and long may that continue."

● The Liberty director told conference the legal case against Andrew Mitchell

should be dropped and indeed that police officers should not bring any civil suits against members of the public.

"I know how difficult the job of police constable is. I know it's a thankless job and how frustrating it is to be called a liar but that is an occupational hazard," she said.

"However tempting it is, we should not have serving police officers bringing civil suits against members of the public and I think it would be wise to drop the legal suit against Andrew Mitchell before it brings the Office of Constable in to disrepute."

## In our view...

*"Not really knowing who she was prior to the session, I found her extremely articulate and engaging, clearly explaining what Liberty was all about and was very interesting. She made some good points around being a "critical friend" about human rights (its purpose) and what she saw as checks and balances and the police not being servants to the Government. She also made good points around the role of PCCs and the police remaining independent and not becoming politicised.*

*"Her presentation was very topical and current, and her views were well put across in all areas including on the issue of direct entry. I thought she was a worthwhile guest to have at the conference who added value and thoroughly enjoyed this session."*

**Ceri Hawe.**

# Federation membership to be opened up to Specials

**By Paul Williams**

**A short session on the Wednesday morning concerned the question of whether Special Constables should be allowed full access to Police Federation membership as enjoyed by regular officers.**

A motion to this effect was supported by conference at the Thursday afternoon AGM.

During the forum session it was explained that there are 18,000 Special Constables across the country who

contributed 4.5 million hours last year which would have cost in the region of £75 million using regular officers.

The key speaker for me was Durham Deputy Chief Constable Michael Banks who made a powerful case for Specials and highlighted his Force's reliance on Specials during 'the riots' when he was able to triple his available staff with an appeal to the volunteers. However, he was quick to point out that Specials are there to support not replace.

A recent survey suggested 98 per cent

of Specials want to join the Federation, however, only 12 per cent actually bothered to vote.

In Scotland, Specials already form part of the Federation and there has been no significant increase in costs to the Fed there but only 40 have taken up membership.

In general, there appears to be no appetite among Specials to be involved in the Federation but for those that do wish to join there appears no real risk to the organisation.





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# Government must help put things right

**The Shadow Home Secretary Yvette Cooper has told Federation representatives the Government needs to do its bit to put things right.**

She told delegates at the conference that she believed the Government needed to 'look harder at their own policies' and 'do their bit to strengthen effective policing and support public confidence'.

She said: "It's time the Government and the Home Office looked harder at their own policies, at the problems they have created, and started to do their bit to strengthen effective policing and support public confidence."

She said the independent review was a 'Royal Commission in all but name', and praised the Federation for having embraced the process.

Despite promises that the front-line would not be cut, she said the number of response officers had been cut from 46,000 to 37,000 in just three years.

And victims of crime are waiting longer for help, with waiting times in some areas up by 50 per cent.

She continued: "It's very good that overall crime figures have fallen – and tribute to the targeted work so many forces have done. But the Government claim that means no harm has been done by the scale of cuts and policies they have pursued. Here's where I disagree:

"Look at what is happening to justice for serious crimes. Violent crime is going up. Yet the number of violent offenders reaching court is going down. Sexual offences reported to the police are going



*Shadow Home Secretary Yvette Cooper.*

up. Yet prosecutions are going down. Domestic violence cases reported to the police are going up. Prosecutions and convictions are going down.

"The Government blames the police. But the truth is that until this Government took over, those prosecutions and convictions were going up not down."

She said police officers are a shining example to the world, that they risk their own lives to keep the public safe and that they were owed a debt of gratitude. But reform was needed.

She continued: "Our British policing traditions and the confidence of the public are too valuable – too vital in a democracy – for any of us to take them for granted or ignore the public. So let's all get on with the reforms we know are needed. In the Police Federation, in police forces, in Parliament, in Government.

"You have an opportunity. You have a moment. You need to seize it. It's time to rebuild and to champion the principles behind successful policing together."

## A party political broadcast

*By Kim Owen*

**The Shadow Home Secretary opened up by setting out how the Federation was right to launch reform and reviews saying 'your role is vital in supporting effective policing and public reassurance'.**

She said respect for officers still exists within the public arena and within Westminster and that British policing and neighbourhood policing expertise is valued by the rest of the world.

This was a great session which highlighted for me the importance of the Police Federation to represent front-line officers, but with a thought that the actions of the organisation can have a massive positive or negative effect on those carrying out a policing role on the streets. That needs to be in the forefront of Police Federation decision making as we reform and progress.

## In our view...

*"No value, just saying what she thought we wanted to hear, party political broadcast."*

**Ceri Hawe.**

## New national Chair

**"This is not the end of the road; it is the start of the journey." These are the words of the newly elected Police Federation Chairman, Steve White.**

Steve (45) was elected by the toss of a coin after the 30-strong voting committee was split between him and Will Riches, a constable with the Met.

He said: "I am honoured to have been elected Chairman of the Police Federation of England and Wales at such a pivotal time for the organisation.

"This has been an historic week. We have

been given a clear mandate to progress the reforms needed to better represent the hard-working police officers throughout England and Wales. We are all committed to the work needed to implement change to the Police Federation.

"This is not the end of the road; it is the start of the journey."

The vote took place on Friday 23 May, the final day of the Federation conference week.

Steve joined Avon and Somerset Constabulary in September 1988. He was promoted to sergeant in 2001 and became a Fed rep in the same year, before later going on to be promoted to inspector.

At the Police Federation annual conference in 2011, he was elected to the Inspectors' Central Committee and was elected to the position of national Vice-Chairman in November 2012.

His police career includes working as a firearms response officer, motorway police supervisor and in VIP protection.



*Newly elected Police Federation Chairman Steve White.*

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# Detectives' forum

By Dave Jones

**Andy Kay from the College of Policing (CoP) gave an informative update on progress to date on CoP and also on the review of Professionalising Investigation Programme (PIP).**

The CoP is conducting research on areas including direct entry, stop and search and the Ellison review is looking at undercover operations.

I learnt that other agencies such as the NCA and immigration have signed up to PIP giving greater mobility and transferable skills.

Several recommendations have come out of this review which should provide consistent training, proper assessment, a national register for all levels of PIP and developing a national framework for continuous professional development using PIP.



It should also mean that civilian investigators should meet National Occupational Standards and PIP requirements and there should not be a two-tier investigative service.

# Rank move causes a stir at AGM

By Paul McKeown

**The Thursday afternoon session started with dealing with some tabled motions.**

One of these caused a real stir. A Greater Manchester Police Federation motion was seeking rank committees to immediately suspend their operations and budgets after conference and unite with the JCC to form an Interim Board and also a Interim National Council. Several passionate speeches were given both for and against the motion.

Our own Secretary Richard Eccles even walked to the stage to address conference and invited JCC members to provide some clarification and assurances should the motion be passed. This encouraged several

of the JCC to make statements. These certainly helped me make up my mind on which way to vote.

The motion was then approved. This to me showed the willingness of the majority to get the change process started quickly and without prevarication.

We also voted to allow Special Constables to join PFEW. Another historic decision.

We then heard from the Treasurer, Martyn Mordecai, who told us that the finances were in good shape despite the loss of 15,000 police officers.

Ian Rennie, General Secretary, then spoke. I hadn't seen him before this conference and was impressed by his 'can do' attitude. He talked sense.

Our own Steve Williams, retiring national Chairman, then finished conference with his usual flair.

This has been my first time at this event. The decisions made were momentous. I am glad to have been a part of it. I will be happy to talk to members about what occurred and to let them know the changes they have wanted are now in motion and should be arriving in the near future.

I do have my concerns that the Home Secretary has lost her patience with the police service as a whole as she basically suggested we are corrupt from top to bottom.

The new-look Fed needs to get ready soon to prove her wrong.

## In our view...

*"A really positive and uplifting session with some excellent debates, all of which showed that we are ready to reform and move forward with an ambition to become more effective and credible for our members."*

**Richard Eccles.**

*"Interesting was certainly a word to describe the session which was not as per the agenda due to emergency mentions following the Home Secretary's address. It entailed having to cast the most important vote I would ever have to do as a police officer i.e. To vote for the most radical overhaul of the*

*Police Federation since its inception. Ian Rennie, the Federation's retiring General Secretary, described them as "unprecedented times" and he wasn't wrong.*

*"I feel that the Federation has learnt to respond to unprecedented challenge in a professional and mature fashion. No archaic political rhetoric or retaliation to Government but a swift response and decision made for the benefit of police officers, our communities and the service in general.*

*"The decisions we took will change how the Federation will look, be structured and operate both nationally and locally. We will in the future see an end to rank based representation and organisation.*

*The ability to represent members has not changed.*

*"It was relevant to NWP as our members will in the very near future see a whole different way of how we work and interact nationally. It significantly moves the ability to change and direct from the centre to the wider membership and provides a platform for the 21st century for us to rebuild and deliver our core objectives - an organisation able to meet the challenges of modern policing and the representation required to provide serve our members and public in equal fashion."*

**Andy Broadhead.**

# AGM fizzles out

The plan was to start the annual general meeting on Wednesday, perhaps debate later than usual and then resume the meeting again on Thursday with another full day expected.

But that was before the Home Secretary's speech.

With the decision taken to press ahead with reform and not debate the finer details of all 36 recommendations, a forum session was instead set up for Thursday morning. The topic of the forum was the independent review but there was little appetite for long drawn out discussions and by 12 noon the session was adjourned.

The afternoon's AGM featured discussions on two motions – should the Federation allow Specials to join, which was supported by the vast majority of delegates, and should the separate rank committees suspend their operations and budgets, unify staff under the JCC and generally work in the spirit proposed under the independent review report.

This one caused more debate, with concerns about the effect on staff being the main sticking point.

But in the end, the motion was carried,



Retiring national Chairman Steve Williams receives a standing ovation.

signalling a real commitment to reform.

The remainder of the AGM included the usual reports from the trustees, the treasurer and the general secretary and there were no great surprises.

But it was perhaps the end of conference that brought a surprise for the retiring Chairman Steve Williams. He has not had the easiest of times leading the Federation through the review process and resigned amid claims of bullying and a lack of support.

The standing ovation he received at

the end of conference, however, may have left him feeling that it may have all been worth it in the end. He leaves the Federation at a crossroads but he also leaves it with the opportunity to reform and be strong again, for the benefit of its members, the police service and the wider public.

Ian Rennie, General Secretary and chief negotiator through some of the most difficult financial times, also received a standing ovation for his efforts as he too retired at the end of conference.

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# Police pursuits drive seminar agenda

By Jane Thomas

**Topics covered during a fringe meeting on roads policing included police pursuits and dangerous driving, professionalising RPU, driver training and civilianisation.**

John Apter, Chair of Hampshire Police Federation, reminded delegates of the case in his force where two officers faced charges of dangerous driving for driver and aid and abet dangerous driving on the passenger.

Both officers were highly trained advanced drivers who were just doing their job. It was clear that all police officers involved in pursuits are extremely vulnerable with no exemptions afforded them. The problem lies around the law on dangerous driving and that everything is based around that of a normal driver and the reason for the pursuit. The driver is treated as we would treat any other member of the public. This is perverse.

The law needed changing urgently, many got involved including ACPO. It was clear we were all on the same page and the current situation was not acceptable. It was also identified that every force is doing different things and there was no register of how many pursuits we undertook

nationally. We do have this now which highlights good practice.

We approached the DPP who brought in CPS guidance for an element of protection.

An ACPO group was set up to review pursuits resulting in injury or death when forces are unsure how to deal.

There is optimism that we will get this change as we have support from influential people. Alex Marshall, Chief Executive at the College of Policing, and HMCIC Tom Winsor are on board but we have to take to the Department of Transport.

The importance of giving officers the tactical options was essential in pursuits.

We are not ready for legislation change yet but more than half way there.

Remember, we must interact with the ACPO group at the earliest opportunity. If it goes to the CPS first, this can prevent the group getting involved, and the CPS can refuse to hand back for a more balanced view to be given.

Alan Jones of the JCC talked about the professionalising of RPU. It was identified that there are no national standards for road death SIOs, road death investigators or collision investigators.

## In our view...

*"In order to represent all of our members the Federation needs to evolve and transform to become a modern, forward-facing part of the policing debates at a local and national level.*

*"I hope that by being party to the debates during conference and by being part of the decision making I will have a clear stake in taking the Federation on that journey to evolve into a truly professional body to represent officers across England and Wales."*

*"A good conference where I feel we have progressed with the review and now it's time to move forward as a Federation for the benefit of our members."*

**Kim Owen.**

*"I can only praise the agenda. Shami Chakrabarti and Nick Adderley were impactful and thought-provoking."*

**Andy Broadhead.**

*"This will prove to be an historic conference and think all reps conducted themselves in a professional way."*

**PS Sam Roberts.**

## Arthur Rowlands audio book launch

The life-story of a prominent former constable who was shot and blinded while on duty has been launched for the first time on audio CD.

PC Arthur Rowlands, who served with the Gwynedd Constabulary at the time, was shot in his face and left blind following the incident which happened during the early hours of 2 August 1961.

He was on duty in the Dyfi Bridge area when he spotted a man acting suspiciously near a terrace of houses. Initially the man, Robert Boynton, tried to get away on a bike, but later confronted PC Rowlands telling him that he was going to kill him before he shot him in the face.

PC Rowlands was critically injured and spent months in hospital but, despite his disability, returned to work as a police switchboard operator. Robert Boynton was eventually jailed.

Following Arthur Rowlands' death in December 2012, aged 90, the North Wales Society for the Blind decided to record his book "Mae'r Dall yn Gweld" (The Blind See) which was written by Enid Baines in 1983 onto audio CD. The audio book was launched at Venue Cymru in Llandudno.

Funded by North Wales Police, North Wales Police Federation, UNISON and PACT, it will be shared with public libraries across Wales. The CD was recorded at the Blind

Society's studio in Bangor with Rhys Richards reading the book.

Richard Eccles JBB Secretary said: "Arthur Rowlands is an integral part of our Force history and it is only right that we have assisted in recording his story for future generations. Arthur was very much loved and respected by serving and retired officers as they were able to recognise his bravery and spirit right up until his death."

Carol Roberts, Arthur Rowlands' daughter, said: "We are extremely proud that the book has been recorded. It's a very interesting story, from his childhood to his career with the police through to the work he did afterwards and we are very pleased that people will be able to hear it on audio CD."





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