



NORTH WALES POLICE FEDERATION

ANNUAL REPORT

2023



REPRESENTING, INFLUENCING, NEGOTIATING

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FOREWORD

North Wales Police Federation supports officers from Constable to Chief Inspector and Special Constabulary officers. Our role is to negotiate and influence on your behalf across the various roles in policing. We influence and negotiate on a number of issues and our involvement in these meetings makes sure you have a voice. We obtain outcomes that support and underpin the core values of your policing.

The Federation Office is staffed by a small but dedicated team who will always do their utmost to help members with queries. I want to thank the staff in the Federation Office for everything they have done to ensure that we continue to provide a service to our members and the force.

2023 saw a continued increase in demand from members for Federation support. This saw a mixture of dealing with misconduct investigations, both internally and with the Independent Office for Police Conduct (IOPC). These investigations can often take a significant amount of time to investigate and throughout, the Federation 'Friend' will be there to arrange the necessary legal and welfare support.

In addition, within the Federation Office we don't just deal with misconduct. We deal with the whole suite of issues which affect our membership including, but not limited to, grievances, appeals, medically restricted and recuperating officers, ill health retirement, health & safety and equality matters.

As you read this Annual Report, I hope you will see the commitment the Federation makes to ensuring your voice is heard internally and externally. We attend countless meetings which, at times, can be an onerous task, but are all necessary to ensure we put forward the best interests of our members. We also feed into the national policing picture to make sure north Wales police officer's views are heard loud and clear.



Mark Jones

I want to thank our team of Federation workplace representatives. Our Fed reps really are the backbone of the organisation and do this role on top of their 'day job'. Being a Fed rep can be challenging at times (or most the time!) but our approach is always one to seek resolution not retribution, so it is always key that both parties come to the 'table' with an open mind. Sometimes this is easier said than done on some people's parts!

Looking ahead, our commitment to our members, here in north Wales, will be to continue to work constructively with the Chief Officers and the force. Never afraid to challenge and speak out when necessary but striving for harmony to make North Wales Police the very best it can be for our brave, hardworking and dedicated police officers who we are proud to represent.

Mark Jones
General Secretary
North Wales Police Federation



A WORD FROM THE CHAIR

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Vinny Jones
North Wales Police Federation
Branch Chair



Vinny Jones

2023 ROUNDUP

2023 has been another really busy year! Every year since the events of 2020 we've said that we've been looking forward to a more settled year, but as with previous years it definitely wasn't. In many ways, 2023 was no different to usual years in that it was another busy year for your local Federation, representing, influencing and negotiating on the behalf of all our members, from those who are new in service, right through to those who are retiring. In others it was, of course, very different, with a very real increase in the number of Misconduct and Gross Misconduct cases by the Force. We've also had Police Bravery Awards, the National Police Memorial Day, and this year Conference were held online to constrain costs.

Recruitment continued apace in 2023 with Operation Uplift, and we spoke to four new intakes of student officers, advising new officers what the Federation does for officers, highlighting the special nature of student constables and Regulation 13, raising awareness of the Group Insurance Scheme, highlighting the features for all members, and providing details and benefits of the Police Treatment Centres, The Ben Fund and The National Police Healthcare Scheme. The force has stayed with a format of fewer intakes, with around 35 in each cohort. All of these new officers undertook their initial training from in a hybrid format, with some learning from home and some in the classroom, a difficult ask (particularly as everyone's home learning environment is different), and we congratulate them all for their dedication and tenacity undertaking learning in challenging circumstances. We have continued to keep in touch with cohorts, allowing us to continue to understand the huge amount of work that we are asking our new officers to undertake. It's certainly not an easy ride, or an easy way to obtain a degree. It's an incredibly difficult juggling task, combining a full-time job with a full-time degree programme. North Wales also continued to welcome new recruits who have completed a Pre-Join Degree in Professional Policing Practice; and introduced a non-degree entry route. Since the Home Secretary's unexpected announcement in late 2022 that there should continue to be a non-degree entry route, we have worked with the force to facilitate the development and ultimate delivery of a programme. Additionally, we spoke to groups of new PCSO's and Police Staff, to let them know about the benefits of the Group Insurance.

The Force, including its most senior management, has continued to recognise the importance of having the Federation involved and consulted on major policy and procedural changes. This important relationship with the Force ensures that decisions taken by the organisation are subject to intense scrutiny by the Federation to safeguard officer's wellbeing and welfare. Last year the Federation 'attended' (still mainly Teams) meetings both at a National and Force strategic level. These included (not an exhaustive list!): Promotions Board; Leadership and Culture; Wellbeing; Screening Panels; Force Executive Board; Financial Savings; Misconduct; Grievance; Welsh; Tactical Citizens in Policing; PSD meetings; Employment Tribunals; Member Services; Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

We've continued to run a schedule of surgeries for the police family. We've changed how we let you know about some of these surgeries, and also how you can book an appointment, which has been hugely successful, allowing more members and staff to speak to the right people to meet their needs. We've still been pushing to achieve the best deal for you - from equipment to member services, particularly important in these very challenging cost of living crisis times. We've continued our relationship with Perkjam, an exclusive customer perks platform which offers hundreds of discounts and offers to the North Wales Police family. Our member services also include equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services. Visit www.polfed.org/northwales/member-services/ and see what you can save, and make sure you sign up to the 'MSG Federation' email group to keep up to date with the latest offers.

We've continued to get great use out of our welfare van, and it remains a well used and popular addition to our welfare offering. The van, which has a toilet, wash area, seating, hot water, sink and microwave, supports officers predominantly deployed to incidents where there are no facilities, such as scene preservation, major incidents etc., to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities.

2022 was a much quieter year as far as Mutual Aid is concerned, however we began a successful partnership with the Force in supporting our members during the Wrexham home matches, providing much needed hot drinks, snacks and support during these busy events. We've been delighted to provide support during this exciting time for the town.

With welfare in mind, we continued to support the valuable PSA testing events across the force. The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells. It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger. A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer. Since 2019 the events have seen a total of 1433 men tested. So far we are aware that there have been 38 Red and 47 Amber results which flags concern over their prostate health. North Wales continue to be a leading force in offering PSA testing, and the results show what an amazing success it has been.

National Police Memorial Day was held in Cardiff's New Theatre on Sunday 24 September and was attended by around 2,000 people, made up of families, friends and colleagues of fallen officers as well as police chiefs and officers. It was an unexpected change of venue due to RAAC being found in the original venue, St David's Hall.

69 North Wales Police officers/PCSO's/CDO's and CSI's were able to attend the Police Treatment Centres in 2023, 62% accessing the muscular-skeletal programme and 38% the psychological wellbeing programme. Bearing in mind the length of time that the PTC was closed due to Covid-19 restrictions, it's a significant number of attendees. 61% of North Wales officers donated to the PTC in 2023, and it's worth pointing out that this number does not include the 2023 police officer and PCSO new recruits, who were eligible to 12 months free cover. It highlights just how valuable the officer of North Wales Police view the services offered by the PTC, it's an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty.

In 2021, North Wales Police officers became eligible to join The Ben Fund. The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement. From their centre in the Ribble Valley, the Ben Fund is dedicated to supporting your physical and mental health and wellbeing, and with its financial hardship assistance, via grants, and the death in Service grant of £5,000, it provides a unique care package that compliments the PTC. In 2023 20 North Wales Police officers accessed the Physiotherapy, Wellbeing or counselling facilities. From February 2024 a Ben Fund physiotherapist will be available withing the North Wales Police area, which will allow even more members to access The Bend Fund services.



Attendance at the PTC and The Ben Fund is classed as duty time, and if you don't currently donate to the PTC and/or The Ben Fund, please get in touch with the Federation Office for more details.

In December 2022 we launched membership of the National Police Healthcare Scheme. We have been looking for a cost-effective private healthcare scheme to offer as a member service for some time, and NPHS was significantly cheaper than other options, whilst offering the same levels of cover as equivalent high street providers. The scheme is administered by Northumbria Police Federation, and pays private expenses for treatment designed to cure or alleviate acute medical conditions or ailments and provides this private medical care to members. Plus, membership of the scheme also includes Police Treatment Centre membership for officers and frontline police staff. And, scheme members also have the opportunity to rent The Northern Police Healthcare Scheme barn conversions in Wandylaw, Northumberland at vastly discounted prices. If you'd like to find out more, or submit an application to join the scheme, visit <https://www.polfed.org/northwales/member-services/health-services/national-police-healthcare-scheme/>

Our Group Insurance Scheme had over 2,000 police officer, police staff and retired (officers and staff) members at December 2023. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy. To give you an idea of how our members benefitted from the scheme, in 2023 members called out the motor breakdown service over 260 times, there were claims for life insurance, critical illness, court compensation and 41 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres). 87 members utilised the GP24 service between January and the end of the December 2023; this access to a UK based GP has been an increasingly utilised aspect of the Scheme since it was introduced in 2019. Membership of the Group Insurance is open to all police officers and police staff, and if you'd like to join please contact the Federation office.

We've continued providing the popular and important pre-retirement seminars to officers and staff. Retirement is one of the biggest lifestyle changes any of us will face. Due to rising longevity, it is becoming increasingly important that staff are able to make informed decisions to prepare effectively for retirement, both financially and in terms of lifestyle provision. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

In the summer of 2022 Special Constables became eligible to join the Police Federation of England and Wales. This significant change finally enables Special Constables to have the same support and representation that their full-time colleagues benefit from. PFEW have long argued that our valued volunteering colleagues, who are subject to the same risks and conditions as full-time members, should have equity of access to the same protection and support. After all, a special constable is required to undertake a minimum of 200 hours of operational duty every year, spread over a minimum of 16 hours per month. This means that 9,174 Special Constables of England and Wales devoted more than 1.76 million hours over a year supporting the police in the protection of the public. We were delighted that PCC Andy Dunbobbins upheld his election commitment to fund Federation membership for Special Constables, one of the first in England and Wales to do so, and we are pleased that 84% of Special Constables in North Wales Police have joined the Federation. If you are a Special Constable, and not yet a member of the Police Federation, you can find out more, including how to join, at <https://www.polfed.org/northwales/about-us/special-constables/>

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



www.polfed.org/northwales/



www.facebook.com/NWalesPoliceFed/



<https://twitter.com/NWalesPoliceFed>

PROFESSIONAL DEVELOPMENT

We've continued to sit on promotion boards, and to attend meetings locally, regionally and nationally to ensure that we are involved in the consultation and development of recruitment, training, development and assessment and promotion of our members.

As a Force and a Federation, whilst we have been able to move on from the Covid-19 pandemic, with much more training for officers and Federation reps taking place, we're still, to some extent, 'playing catch-up' for both mandatory and other training, and so a mix of face-to-face and online training has continued to take place.

We have continued liaising with both the cohorts and the PFEW Professional Development/College of Policing lead to identify and challenge issues that have arisen in the PEQF programme. Both the Force and the University have taken our constructive feedback on board, with the degree content evolving in a very positive direction. All new recruits have continued to undertake some or all of their initial training online. It's a huge challenge for all involved, but is particularly challenging for the student officers, who all have different learning environments, family structures and internet reliability. We have supported those students and congratulate them on their continued dedication and tenacity undertaking learning in challenging circumstances, and we continue to follow their development closely. We were involved in the Force procurement programme for the next cycle of PEQF provision, and in the change in training provision to include a proportion of entrants to a non-degree entry route. We will continue to have an active role, including the scrutiny of the College of Policing proposed non-degree entry route.

We have also had a role in the development of the College of Policing promotion process for Sergeant's and Inspectors, and our members played an active role in the CoP workshop. The process is still very much at a developmental stage, but we look forward to continued inclusion in the process.

We have also been closely involved in the provision of essential training within Force and will continue to do so closely ensuring our involvement when decisions have been made as to which training is rolled out and when.

EQUALITY UPDATE

As the new Equality lead I am excited to be following up on the excellent work on equality, diversity, and inclusion (EDI) done by Ceri Hawe prior to her retirement.

Support for the increasing number of neurodivergent members remains a priority, and I am involved with the Neurodivergent Task and Finish Group looking at ways to improve the support for and management of these officers within the organisation in line with the Equality Act 2010. I am pleased to report that the Force has now achieved the status of Level 3 Disability Confident Employer which is a significant step forward for our members.

We continue to support female officers to ensure that they have suitable kit and that they are supported with issues like the menopause. The national Menopause Survey was launched in October 2023 with over 5000 respondents; the results will be used to help us ensure that our members are receiving appropriate support.

We also remain supportive of developmental training in the EDI arena such as the Inclusive Leadership, PALS, Frontline Leadership, Springboard, and Navigator programmes which are all of immense value to our members.

A lot of work has been done around raising awareness in the membership that members who are victims and witnesses can request and receive Federation support. Further work around victim and witness support is being done nationally and I expect this work to continue into the coming year.

One significant development in the last year has been the that our Chief Constable has supported the lowering of the PST related fitness test level to 3.7 for all non-specialist roles. Work is continuing to be done on a national level around the appropriate level required for specialist roles and I will monitor the outcome and potential impact of this work for our members.

We will also continue our efforts to make our Branch Board more representative in order to provide the best possible service to all of our members.

T/PS Rae Ellis, Equality Lead



Rae Ellis

FINANCE

Financial control of the finances of NWP Federation are managed in its entirety by PFEW at Leatherhead. The total monthly subscription of members is forwarded to Leatherhead.

All invoices from suppliers are forwarded direct to the Finance Department at Leatherhead. Expenses claims from our representatives are forwarded direct to the Finance Department at Leatherhead via a Contina IT App and are reimbursed direct to the Representative. Management Information is provided to the Branch Council from the Finance Department at Leatherhead.

Annual audited accounts are provided by KPMG and when available are posted on the national and local PFEW Websites.

Each year, every branch submits a budget, essentially what its operating costs are for the year. For 2023 we had a significant underspend as we operate very prudently as a branch ensuring we scrutinize every penny spent to maximise value for money to the membership but also ensuring we continue to provide a first-class service to our members in North Wales.

We also maximise the opportunity for income generation which we reinvest into various welfare initiatives such as maintaining refreshments on the Federation Welfare Van and vouchers for officers who are assaulted / injured during the course of their duties.



HEALTH AND SAFETY

Well, another year gone and as a force we remain in a good position in regard to Health & Safety.

You may recall last year there was a large piece of work going on in relation to defibrillators and their locations. This has been completed.

We continue to work with Save a Life Cymru and have secured 7 Defibrillators for a number of stations, including 8 Defibs for Rural Crime vehicles and an additional 10 for the Roads Crime Unit.

There is a large piece of work ongoing relating to cannabis farms and the safe dismantling of them. An SOP has been drafted and funding secured for PPE such as masks and goggles. It is hoped that this will be completed imminently and will afford far greater protection for officers and staff.

The training of first aiders and fire stewards within the workplace continues with more courses planned for the coming year.

Unfortunately, some line managers are still not completing their part of the A879 injury on duty forms in a timely manner. There are Scheduled 2 weekly reports that will go to LPS & SMT to add to their agenda, and Ch Supt for oversight. The Chief Constable will also be provided with quarterly reports/updates on progress etc.

PSA testing continues again this year and continues to receive good positive feedback.

The new body armour was trialled and decided on and fitting sessions have been completed with role out expected to be completed this year.

There is a new H&S equipment reporting system been developed by Elite who supply our HS1 and A879 reporting system. The work has now been completed and the final product is being tested and is expected to go live very soon.



Tony Edwards

There is a new risk assessment in place on Asbestos awareness and is available on share point. Key documents will be circulated to all NWP employees.

Facilities continue to receive requests for air fryers, and this has been discussed at some length with the H&S management group. Some employees have provided their own either as individuals or as a rota.

Some people are concerned about the potential health dangers of using this new cooking technique, mainly because of concerns about toxicity and cancer, while others are suspicious of the alleged benefits of air fried food.

An article from Immunity Therapy Centre assesses how much air fryers can impact your risk of cancer. However, it appears that air fryers themselves don't cause cancer, but air frying does produce compounds, called acrylamides, which are "probable" carcinogens (cancer-causing agents).

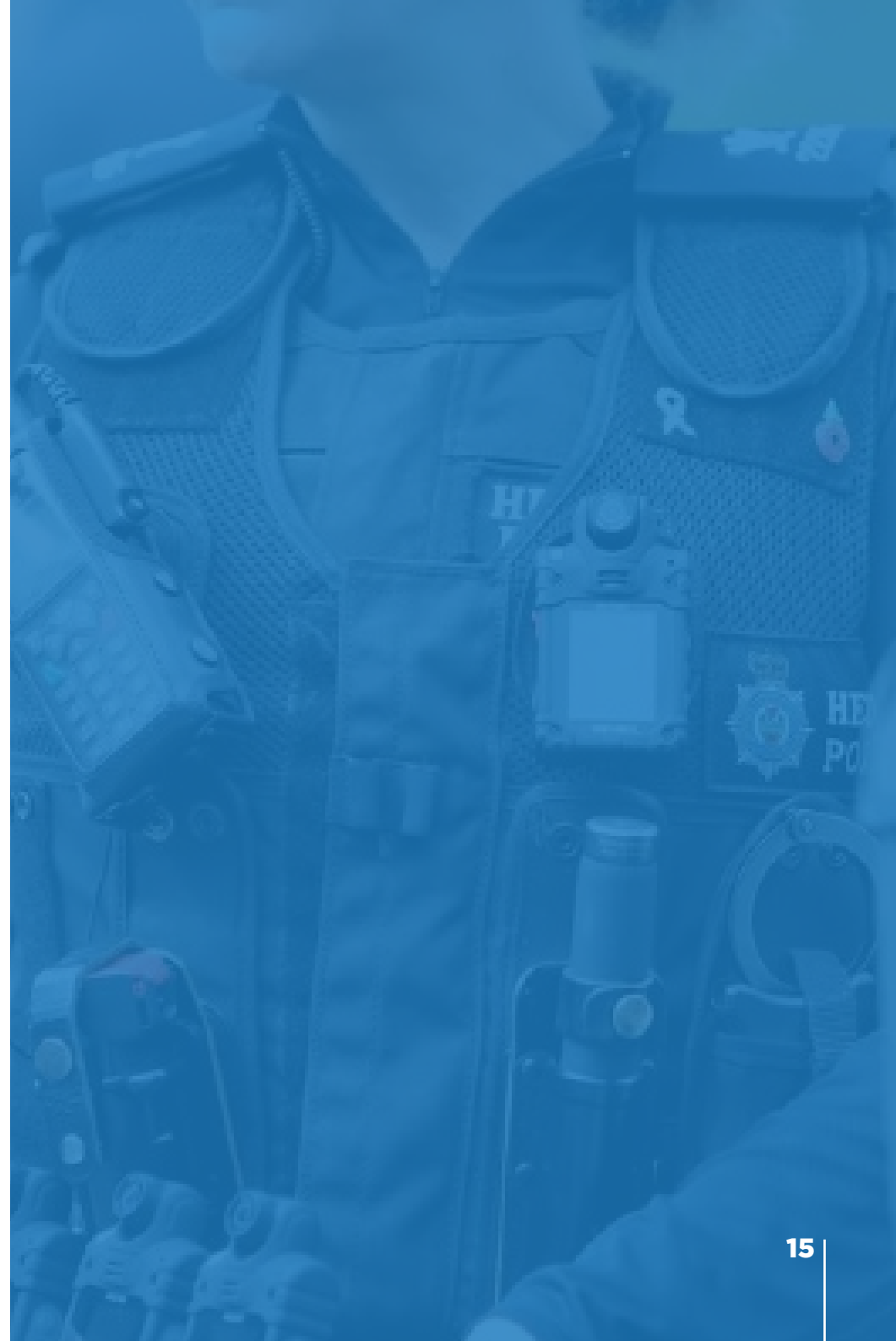
There is also a safety concern with any piece of electrical equipment not authorised or brought in from home as this will not have been PAT tested in line with force policy. Work is ongoing in this area.

As ever as a force we are lucky enough to have a really strong and pro-active H&S working group and manager along with support from chief officers who understand the importance of H&S in the workplace along with the benefit to all employees and members of the public.

I look forward to what the year ahead brings.

Thank you.

Tony Edwards
Health and Safety Lead



CUSTODY UPDATE

2023 saw a busy year in custody, with Operation Safeguard running for most of it, although we did not see the numbers of prisoners as initially expected and it's now been mothballed for the foreseeable.

Redaction still remains a hot topic and is still causing issues with regards to the Bail Act and the limitations it places on the ABP. Despite pushing at a National and Regional Level there is still no apparent movement on this. This was again raised at the National Conference and the (then) Home Secretary - how many are we up to now? - being told how there is a very easy fix by a simple change to current legislation, still did not have any timelines or even a suggestion of it being looked at yet.

Locally however, NWP Central Division has piloted a File building unit for Domestic Incidents which has had a palpable impact on this. Domestic related bail is now much better managed and dropping from Bail to RUI following ABP timing out is significantly less. This will be opened up to the rest of the force over this year.

None the less, Bail is still being poorly managed with, at the time of this report, 24 Central, 60 Eastern and 5 Western Detainees showing as Failing to have answered their bail. These unfortunately are a combination of a lack of Administration oversight to remove old dates, Persons genuinely failing to answer their bail but then not listed as wanted, and others who have been told not to answer by the OIC only for them not to process or request a new bail date. This makes policing the Fail Bail list difficult and potentially opens officers to complaints where they arrest a Fail to Answer only later find it's our fault they didn't attend.

On this topic, I am aware of at least two cases being brought against NWP in relation to detention in custody and the necessity and thus legality of it. Suffice to say we need to tighten up our reviews.

We've piloted a project in Central which will allow Inspectors to complete their reviews remotely by video link. We'll wait to see how this develops.



Kris Hunt

The New RMS UA is rapidly approaching final implementation with the old version being turned off completely imminently. Whilst the new system does have some advantages and improvements, and from a Custody perspective and having used it for some time now I do find it easier to navigate than when first introduced. However, from a neurodiverse perspective it is a lot harder to process displayed information and I am concerned that this will lead to things being missed. The proof is that many officers and staff are still running on the old system or at the very least having both the new and old systems side by side.

Budgets wise, we all know the policing budgets going forward will be squeezed even more and Custody need to play a part in this. We've recently had new food ordered which raised a few eyebrows - Pizza's, Branded pot noodles etc. - often better than the Arresting Officers refs! However these items are CHEAPER than a lot of the all in one meals. This coupled with other small changes can demonstrate efficiencies that can be achieved.

However, staff sickness is playing a major issue right now with a number of officers either off long term or on light/restricted duties really impacting operability. This in turn results in "overtime" and the associated budgetary cost bring exceptionally high. How this will affect Custody moving forwards is in the hands of our SMT, but I would suggest it is not a sustainable position to be in.

Kris Hunt
Custody Lead



CONDUCT AND PERFORMANCE

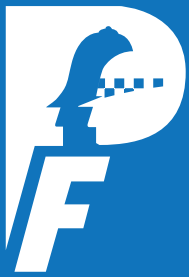
North Wales Police Federation Misconduct Leads are the General Secretary, Mark Jones, and Case Worker, Liz Owen.

In 2023, Mel Jones retired after a distinguished 45 years' service to North Wales Police, 33 as a police officer and 12 as a member of police staff. Mel represented many officers, and his expertise was second-to-none. We want to put on record our thanks for Mel's service, particularly in the field of conduct and performance.

The Branch have a number of misconduct trained workplace representatives who can support members facing misconduct allegations or performance related issues.

Branch officials work closely with both the force based Professional Standards Department and the Wales and West region of the IOPC to ensure that cases are dealt with in a fair and proportionate manner.

The Police Conduct and Performance Regulations 2020 prescribe that if an officer has committed a minor misdemeanour or it is evident from an early stage that their action was a mistake, they can work with their line manager to reflect on what could have been done differently. They can take learning points and grow as an Officer. This process, known as Reflective Practise, can also draw out possible learning points for the Force.



365 DAYS OF NORTH WALES POLICE FEDERATION SCHEME CLAIMS DATA

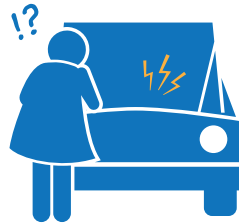


Total number of members signed up to Federation Scheme as of Dec 2023
2002 members
(plus 554 partner members)

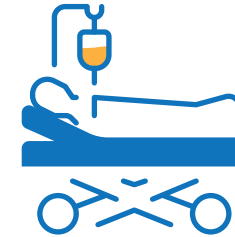
2023 AT A GLANCE...



87 GP24 callouts were made



Over **262** breakdowns were attended



5 person claimed Hospital benefit



41 scheme members attended the Treatment Centres



9 Support24 calls were made



7 unsocial hour claims were awarded



There were **6** Critical Illness claims



18 cases of Court award compensation claims were awarded



56 Travel claims have been settled



3 Life claims

 FedAdmin@northwales.police.uk  www.polfed.org/northwales/

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