

YOUR VOICE

Ffederasiwn Heddlu Gogledd Cymru /
North Wales Police Federation



SEPTEMBER 2024



POLICE UNITY TOUR HONOURS FALLEN OFFICERS

- see Pages 10 to 14

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'AN HONOUR AND PRIVILEGE'

By Lewis Davies, secretary of North Wales Police Federation

It is a huge honour and privilege to be writing my first article since my election as general secretary of North Wales Police Federation. This is without doubt the proudest moment of my career to date and I am hugely grateful to my colleagues who have elected me to this position, and I hope to repay their faith in me.

It would be remiss of me not to pay tribute to our previous secretary, Mark Jones. Quite simply, I would not be a Federation rep if it wasn't for Mark and his support has been vital to any of the successes I have had for our members. He has also offered my family and I great personal support when needed and I haven't got the words to thank him enough.

It is clear that the circumstances of Mark's departure have caused great concern to our reps and the wider membership; it now falls to me to do all I can to listen to those concerns and address them how I can. I commit to you all that I will always listen.

To our members in North Wales, I would ask that you engage with me so I can hear what is important to you all as I feel that it is vital that I am always speaking for you as our members. While I know some of you may feel that you are saying the same things again and again, I would implore you to please share your views so that efforts can be focused in the right areas.

It is not lost on me that there are huge challenges both locally and nationally in policing, be that the recent incidents of disorder across the country or issues such as officer retention, pay degradation and so on, and some take the apathetic view that nothing can be done to change this. I promise that I will never subscribe to such a view and in my new role I will be just as passionate as I always have been that a difference can be made and that things can and will be better for our members.

Finally, I just want to say that I think we have a great team in our local branch and I look forward to working alongside all of them to support our membership in whatever way I can.

VIEW FROM THE CHAIR



By Vinny Jones, chair of North Wales Police Federation

Welcome to the September edition of *Your Voice*.

First and foremost, I would like to express my personal thanks and, on behalf of the North Wales Police Federation, to our outgoing branch secretary, Sergeant Mark Jones, for all the hard work, dedication and commitment to our members throughout his time in that position.

I have spoken with many members who have greatly valued Mark's support during their hour of need. We will continue to support Mark as a member and wish him the very best with his current role and any future roles. I would also like to thank all our reps and staff members who have worked extremely hard during the very unsettled time over the past eight months.

I invite everyone to join me in welcoming our newly-elected branch secretary - PC Lewis Davies. Lewis is an experienced Federation representative and we are looking forward to working together to provide the best service possible to our membership.

It's official - we have the bravest police officers in Wales. In July, I had the great honour in accompanying our national Police Bravery Awards 2024 nominees to the awards ceremony where they won the regional (Wales) award.

According to the Oxford Dictionary, the

definition of bravery is courageous behaviour or character and I certainly saw plenty of this at the awards evening which was sponsored by Police Mutual. Please join me in congratulating Sergeant Dylan Thomas and PCs Rachael Roberts, Rob Burgess, Dion Hughes and Rob Williamson on their achievement. I am immensely proud of them all.

Keeping with the topic of bravery and going above and beyond, a huge thank you must go out to everyone who answered the call of mutual aid to assist our colleagues throughout the UK during the recent unrest. From the officers who put themselves forward to be 'holding the line' in full riot gear to those who stepped up to provide support locally in North Wales and, of course, the ops planning and duties management teams who had to bring it all together to meet the demands put upon them, thank you all.

Pay and conditions are a huge part of what the Police Federation of England and Wales (PFEW) and local branches strive to achieve the best of and this year's 4.75 per cent pay increase is welcomed at a time where our salaries have been overlooked for so many years. It is a step in the right direction to narrowing the pay gap from where we are and where we should be. My view is that we need to get the Government to commit to an above inflation pay increase over the next few years to close that gap significantly and pay police officers what they deserve.

Pensions

There have been many enquiries regarding pensions and more specifically 'the remedy', 'remediable service statement' and 'the pension trap'. It is a very specialist area of work and valuable information is available through 'The Pensions Hub' and PFEW website under 'Pensions update'. If this is something which affects you, or you're not sure if it does, then please cast your eye over the information available.

As you will see, there are a wide range of topics contained within this edition which I hope you find interesting. There are also guides, advice and supporting partnerships which I hope you will find useful. Take a moment to see what our sponsors have to offer.

Thanks to all our members who are doing such an amazing job day after day.

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NORTH WALES OFFICERS SCOOP REGIONAL TITLE AT NATIONAL BRAVERY AWARDS



Photos courtesy of Anderson Photography

Five North Wales officers won the Welsh Regional Award at this year's national Police Bravery Awards.

Sergeant Dylan Thomas and PCs Rachael Roberts, Rob Burgess, Dion Hughes and Rob Williamson were presented with their award at an evening ceremony in London, having spent the afternoon at a Downing Street reception with nominees from forces across England and Wales.

The team, based in Llangefnï, were nominated for their courageous and swift actions during an incident in April 2023. The unarmed officers were faced with an aggressive man with a loaded gun, who was putting his vulnerable mother's life at risk.

At around midnight on 7 April 2023, a 999 call was received from a distressed female reporting an ongoing verbal argument with her adult son at their home address in Holyhead. During the call, the woman described how her son had

experienced a 'massive blow-out'.

Not long after, his sister also contacted Cheshire Police to report the same concerns for her brother, who was also causing damage within the house.

She was on the phone with her mother at the time the events were unfolding, and reported being very concerned for her mother whom she described as 'disabled and vulnerable'.

The officers were sent to the house, after being informed by the Force Control Centre there had been a mention of a gun during the 999 call.

The mother told officers her son was inside and was highly aggressive. Almost immediately, he was shouting at them to back off as he had a gun.

Sergeant Thomas soon found himself looking down the barrel of a gun, aimed directly towards him by the man who was stood at the top of the stairs.

The officers, who were in his line of sight, deemed the threat of violence to be extremely high and so Sergeant Thomas, PC Roberts and PC Hughes deployed their Tasers simultaneously. The Taser discharge was partly effective causing the man to fall onto his front, resulting in the rifle falling down the stairs.

The man managed to crawl and return to his bedroom which was located directly on the right upon ascending the stairs.

Unaware at the time he was no longer in possession of the firearm, PC Hughes repeatedly ordered him to drop the gun and come out from where he was hiding.

Suddenly, he appeared directly in front of the officers. PC Williamson entered the bedroom with his colleagues where the man was detained, arrested and subsequently charged with possession of an air rifle with intent to cause fear of violence.

Firearms officers examined the rifle and

noted it had been cocked ready for use and there was a pellet within the chamber which was ready to be fired.

On 3 August 2023, the man was handed a two-year suspended prison sentence.

Chief Constable Amanda Blakeman said: "Policing is a job like no other carried out by the most extraordinary people.

"I am extremely proud of Sgt Dylan Thomas, PC Rachel Roberts, PC Rob Burgess, PC Dion Hughes and PC Robert Williamson who have won the nation Police Bravery Award for the Wales region. They selflessly ran towards danger without hesitation, putting the victim's safety before their own.

"Their brave actions to detain a man threatening them with a firearm was outstanding and they deserve to be formally recognised. They represent the very best of policing, and I am incredibly proud of them. Congratulations team."

Vinny Jones, North Wales Police Federation chair, who accompanied the North Wales nominees to the ceremony, said: "I am extremely proud of my colleagues involved in this incident and highlight their bravery and courage in dealing with this incident with true selflessness.

"They were faced with a situation which could have potentially ended their life and instead of taking cover, their instinct was to neutralise the threat thus preventing any harm to anyone. Interestingly, they all made the same decision in their actions.

"They all have different policing backgrounds and experience, yet they all acted in the same way. I'm often asked what it takes to be police officer - this is a prime



Acting national chair Tiff Lynch.



Home Secretary Yvette Cooper.

example of the answer, having to make quick decisions when faced with an immediate threat whilst doing our duty to protect and uphold our oath. This incident should be a reminder to everyone just how valuable our police officers are as we are the ones who run towards danger when the time comes."

The bravery awards day, held on 11 July, began with the 2024 nominees being met by Home Secretary Yvette Cooper for a reception at 10 Downing Street. The reception allowed all the nominees to mingle and speak with colleagues from all over England and Wales, and to hear each other's amazing stories.

Dylan Thomas said of the whole event:

"What can I say? From start to finish, it was an incredible event where we were treated like royalty!

"In amongst the negativity and lack of praise within the police, it was nice to be recognised for the work we do. Being on the other side of the famous black fence of 10 Downing Street was an experience in itself with memories to last a lifetime."

Later, all the nominees were celebrated, with winners for each region being named.

The overall winners for 2024 were two officers from the Metropolitan Police Service who displayed immense courage despite being stabbed when detaining an extremely violent individual.



This year's national Police Bravery Awards nominees visit Downing Street.

AN OPEN LETTER TO MY COLLEAGUES IN NORTH WALES POLICE



I am sure you will all have heard or seen correspondence coming from the North Wales Police Federation over the last few months about some of the goings on with me. I wanted to take this opportunity in the magazine, *Your Voice*, to give you 'my voice' on it all.

Up until April of this year, I had been a Federation workplace representative for more than ten years and the full-time branch secretary here in North Wales for nearly seven years.

I had been, throughout my Federation career, a passionate and loyal advocate for the Federation. I genuinely believed in having a strong and committed staff association to represent and support the thousands of police officers across England and Wales who, quite literally, do put their lives on the line every single day to protect us all.

I have a strong set of values. I passionately believe in fairness, integrity, honesty and standing up and challenging right from wrong; the core principles and bedrock of being a police officer.

At every opportunity, I sought to further the core values of the Federation; to represent, influence and negotiate both locally in North Wales and further afield in the region and across the entire organisation.

I volunteered for roles, answered the calls for assistance from other Federation

colleagues, literally did what I could to help. Without wishing to blow my own trumpet, I was viewed nationally as a safe and trusted pair of hands who was innovative in my approach towards members and their issues.

I have a strong set of values. I passionately believe in fairness, integrity, honesty and standing up and challenging right from wrong; the core principles and bedrock of being a police officer.

If I see something which I feel is not right, I will challenge it. I will not walk idly by and turn a blind eye. It is sadly, doing this, which has resulted in me enduring the most devastating time of my 20-year policing career.

In January of this year, I was suspended from the Federation via an online Teams call by the Federation's CEO and national secretary. This came completely out of the blue and had a catastrophic impact upon my health and wellbeing.

What followed was a "governance process" which makes all people I speak to, particularly members of the Federation, shudder in pure disbelief that their staff association could behave in such a shady manner.

Rewind the clock back to October 2023 and I was the chair of the national Federation's Finance Committee; a body set up to scrutinise, oversee and be the moral compass for the organisation's finances. This was a body which I had been elected into by my peers who had the confidence in me to undertake the role and responsibility that came with it.

In October, during the 2024 budgeting process, I had cause to challenge and ask searching and uncomfortable questions of the Federation's CEO about the proposals being put forward.

The spends were of eye-watering amounts of money, there was little to no detail, and it was evident that exception was being taken to questions being asked.

My challenge was seen as an affront to the CEO's authority, position and legitimacy but, in reality, all it was, was a professional

If I see something which I feel is not right, I will challenge it. I will not walk idly by and turn a blind eye. It is sadly, doing this, which has resulted in me enduring the most devastating time of my 20-year policing career.

challenge to ensure that members' subscriptions were being spent appropriately, ethically and morally.

That Finance Committee meeting was the beginning of the end for my Federation career, I believe.

In December 2023, at a national meeting, the Federation's CEO presented his draft 'Memorandum of Understanding' which he wanted each branch secretary to sign. Within it, sweeping powers and responsibilities were proposed to be handed over to the CEO, one of them being all Federation finances.

In January of this year, it transpired that other Federation branches had concerns about the MOU, certainly in Wales. As the elected regional secretary, I took an action on behalf of the Welsh region to speak to other Federation branches to sense-check our concerns.

On making those enquiries, on behalf of the region, a few days later I was suspended by the Federation.

Now, the decision makers in the Federation will have you believe that the process I went through was done in a more "professional" way by using the paid services of a London law firm, but, as my case papers will show, it was quite the opposite.

I believe it was amateurish, shambolic, full of conjecture and supposition. If a police force were to behave in such a manner, then the Federation would be the first to point the finger and apportion blame, yet this does not appear to be the case when roles were reversed.

The outcome of my matter was that the Federation chose to remove me from my

position as a branch secretary, as a Federation representative and given a life-long ban from ever standing as a Federation rep ever again - all for daring to ask challenging questions.

My case has caught the attention of many police chief officers, of elected politicians, of significant numbers of Federation members and even the media. What it has reaffirmed, I believe, is that the trust and confidence of members in the Federation is at an all-time low.

The sins of others, including some present today, continue to contaminate the Federation and while this is ongoing I fear the work in supporting police officers is being overlooked and brushed to one side, and that is unforgivable.

I am sure some in the Federation will portray me as a problem to them and in some senses, that is true. I was not going to be blindly subservient to the issues which I saw before me. I felt incredibly uncomfortable about some of the things I was seeing, and I had to speak out about it - it was the right thing to do.

The wounds and scars from my time with the Federation and the subsequent way they have dealt with me will remain with me for many, many years to come. I may not even recover physically or mentally yet, I still believe, with every fibre in my body, that policing needs the Federation.

In my final sentences, I want to pass on my heartfelt thanks and appreciation to those who have stood by me during this torrid time. Firstly, North Wales Police, it's officers, staff and volunteers. I can never overstate just how much the odd conversation or message makes a difference when I was having a down moment. The force has been outstanding in their support, particularly the Chief Officers.

Thanks go to my colleagues in the Federation office and reps in North Wales. Finally, thanks go to you all those who have supported me. I know who you are and you know who you are too. When the chips were down, you stood by me. I'll never forget that.

Stay safe.

Mark Jones

- Mark's Channel 4 News interview - see Page 9.

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WHAT IS A CEO AND DO WE NEED ONE?

By Tony Edwards, North Wales Police Federation workplace representative

What is a CEO, or Chief Executive Officer, to give the full title?

Wikipedia describes a CEO as the highest officer charged with the management of an organisation especially a company or non-profit organisation and even some government organisations, notably state-owned enterprises.

The CEO typically reports to the board of directors and is charged with maximising the share price, market share, revenue or other financial metric.

In the non-profit and government sectors CEOs typically aim at achieving outcomes related to the organisation's mission, usually provided by legislation.

CEOs are also frequently assigned to the role of main manager of the organisation and the highest-ranking officer.

The average salary for a CEO in the UK is £168,000.

The introduction of an unelected Police Federation of England and Wales (PFEW)

CEO, Mukund Krishna, at last year's Federation conference was a bit of a surprise to me, after all, PFEW is not, in the main, a business.

The Federation does not produce or sell anything; it is a service provider. Yes, it has a hotel, Federation House, so in that sense there is a business element to PFEW, however, this is not one I would think would require a CEO to oversee and manage at a substantial cost.

Of course, the actual cost or value for money is unknown as the CEO has not divulged what his wage is and, at the time of writing, still remains defiant causing much controversy.

Mr Krishna was first employed, again not elected, as PFEW's chief operating officer, which is an executive in charge of daily operations typically overseeing personnel, resources and logistics and second in command to the CEO. A CEO didn't exist at this time.

He comes from an advisory background and has previously never held the role of CEO. It is no secret that PFEW lost the police

pension discrimination claim brought by Leigh Day and Mr Krishna is now in negotiations with them to reach a settlement figure; Federation House could disappear as part of that settlement. It could also, worst case scenario, see PFEW become insolvent.

The North Wales Police Federation Branch Board recently passed a vote of no confidence in the leadership of PFEW, both elected and non-elected. Read more at <https://www.polfed.org/northwales/news/>. It now remains to be seen if the CEO is value for money when the dust has settled on negotiations and what, if anything, is left.

There are many, myself included who do not see the need for a CEO, however, I do recognise that negotiations are at a crucial stage.

I must add though for the benefit of fairness, openness and transparency, after all that is what PFEW is meant to stand for, that there are plenty of others who do see the need for one.

Only time will tell.

CHANNEL 4 NEWS FOCUSES ON NATIONAL FEDERATION

Former North Wales Police Federation secretary Mark Jones was interviewed by Channel 4 News as one of a number of whistleblowers claiming the national Federation is plagued by infighting, poor financial controls and a toxic culture.

Mark's interview focussed on his removal from his post earlier this year after an internal disciplinary procedure led by the Police Federation of England and Wales concluded he had breached its code of conduct.

"The scars and the emotions are raw, and I feel like I have let my colleagues down, I've let my family down when I have genuinely done nothing wrong," says Mark in the 10-minute segment of the news programme.

He explained that he was blocked when he tried to scrutinise spending as part of his role as chair of the national finance committee and said he just wanted some

reassurance that money was being spent appropriately, or that checks and balances were in place.

Approached by Channel 4, the national Federation said of some of the outgoings Mark had concerns about were 'reasonable and justified' for an organisation of its size.

Mark believes his fate was sealed when he opposed the CEO's bid to get staff to hand over significant power to him, including overall control of finance.

"I put forward a professional challenge that on behalf of all the police officers across England and Wales who pay their money to be a member of the Federation that is not acceptable. We have to have that scrutiny. From the moment I did that, it was game over for me," he explained.

Watch the Channel 4 News programme in which Mark is featured at <https://www.youtube.com/watch?v=bGlpZ2yQ1HA>



Mark Jones.

FALLEN OFFICERS HONOURED AT COPS SERVICE OF REMEMBRANCE

Four fallen officers featured on the roll of honour at the annual Care of Police Survivors (COPS) Service of Remembrance at the National Memorial Arboretum in Alrewas, Staffordshire at the end of July.

The service, held after the arrival of the Police Unity Tour cyclists, was at times emotional but proved a fitting tribute to the fallen officers and showed their families that they were not forgotten.

Jayne Humphreys, communications and case officer at North Wales Police Federation, attended the service on behalf of the branch.

"I have never attended the service before and found it really moving," said

Jayne, "The family members who spoke during the service gave a real insight into how the COPS charity helps officers' loved ones rebuild their lives.

"Having been part of the welfare support team for the Welsh chapter of the Police Unity Tour, attending the service really brought home to me how important it is for the police family to support COPS and the critical work it carries out."

The names of officers who had lost their lives since the last COPS service in July 2023 were read by COPS president Gill Marshall who listed:

Sergeant Graham Saville of Nottinghamshire Police who died on 29 August 2023

Sergeant Paul Frear of West Midlands Police who died on 21 September 2023

PC Jack Cummings of West Yorkshire Police who died on 19 May 2024, and

Acting Sergeant Reece Buckenham of Hertfordshire Constabulary who died on 29 June 2024.

The roll of honour, which was followed by a minute's silence, also included British Transport Police Property Officer Mark Birch who died on 12 October 2020.

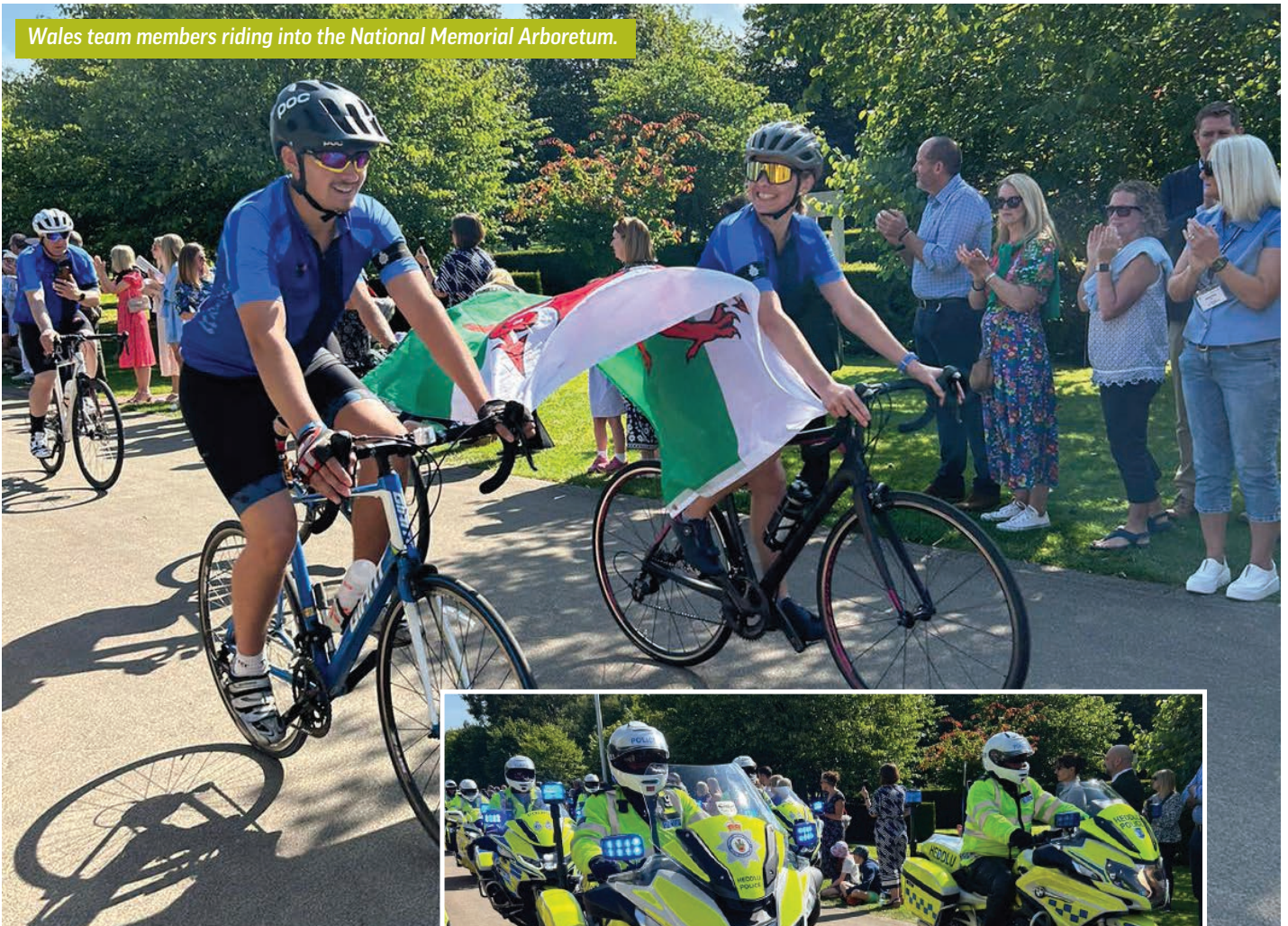
Gill had earlier welcomed members of the congregation to the service which featured music from the West Midlands Police Brass Band and its vocalist Superintendent Sam Batey.

A police widow herself, Gill recalled her

Unity Tour riders watch the service.



Wales team members riding into the National Memorial Arboretum.



North Wales outriders leading the Welsh team into the arboretum.

daughters were just two and four when her husband, Alan, died and explained that she knew first-hand the value of COPS.

Sarah Doyle, whose husband, Merseyside PC Neil Doyle, died 10 years ago, recalled how the couple had only been married a short time when he lost his life after being assaulted while off duty. She said she immediately knew life would never be the same again, admitting that part of her heart had died with him.

While it had taken her a few years to get involved with COPS, she spoke movingly of how the friendship of other police widows had helped her and urged police survivors to seek the charity's support.

"You will never look back. They help you to rebuild your shattered life," she said.

The Friday before the service would have been the couple's 10th wedding anniversary and Sarah had decided to mark the poignant date by joining the PUT.

Charlotte Kellaway, daughter of DI Ian Kellaway who died of Covid in April 2020 having contracted the virus while on duty, shared her story of grieving for her father and also praised the way in which COPS had helped.

The final reading was by Greg Briggs, brother of Merseyside PC Paul Briggs, who died in 2017. He talked about his brother's

life of service, first to the Army and then to policing and welcomed the unwavering dedication of COPS to look after police survivors, saying he would be forever grateful to the charity.

During the service wreaths were laid by the Office of the Lord Lieutenant of Staffordshire, the High Sheriff's Office, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, the Association of Police and Crime Commissioners, the National Police Chiefs' Council, the College of Policing, the Blue Knights, the Police Unity Tour, the National Memorial Arboretum and COPS.

Sir Peter Fahy, chair of COPS, closed the

service, acknowledging that every year police officers will lose their lives on duty.

"COPS is there to support their families, not just in the immediate aftermath but in the years and years ahead," said Sir Peter.

After the service, families and other guests made their way to The Beat, an avenue of trees dedicated to individual forces and officers to lay wreaths and single red roses.

Earlier in the day, crowds gathered at the arboretum to welcome the arrival of cyclists from forces across England and Wales who had undertaken a sponsored ride from their home forces to the service.

COPS is there to support their families, not just in the immediate aftermath but in the years and years ahead.

POLICE UNITY TOUR 2024 – RIDING TO REMEMBER THE FALLEN



In July, officers and staff from the four Welsh police forces completed a 200-mile cycle ride in memory of police officers and staff who died in the line of duty.

The policing peloton – involving cyclists, motorcycle outriders and support teams taking part in this year’s Police Unity Tour – set off from Aberystwyth Police Station on Friday 26 July, and made their way to the National Memorial Arboretum in Staffordshire over the course of three days.

They arrived on the Sunday where the Care of Police Survivors (COPS) Service of Remembrance was attended by the families of fallen officers, police officers and staff from forces across the UK as well as representatives of other organisations with links to the police service.

The cyclists were raising money for the COPS charity, which provides support to

injured officers and staff as well as to the families of loved ones who are left behind following the death of an on-duty serving police family member.

Each rider was issued a blue bracelet inscribed with the name and information of a police officer who had died in the line of duty, which was carried over to the finish line.

Through online donations and cake sales the team from North Wales Police have so far raised almost £4,000. Those wishing to donate to the cause can continue to do so [via justgiving.com](https://www.justgiving.com).

Chief Constable Amanda Blakeman said: “The COPS charity is extremely close to my heart and it is always a real honour to take part in this event. The Unity Tour is certainly an event which makes us proud to be part of the police family.

“Over 500 cyclists and support team

members from across the UK took part in this year’s tour and it was quite a poignant moment seeing everyone arrive at the arboretum.

“I want to thank everyone from this year’s North Wales Police contingent, and indeed the other three Welsh forces, for playing their part in honouring the memory of all police officers and staff who have lost their lives in the line of duty.

“I’m especially proud of the North Wales team who cycled approximately 130 miles from Police Headquarters in Colwyn Bay down to Aberystwyth on the Thursday.

Chief Constable Blakeman added: “The Unity Tour is a poignant opportunity for all police officers, staff, volunteers as well as the wider public, to acknowledge the dangers and risks of modern-day policing and pay tribute to those who have lost their lives whilst protecting our communities.

“The work that COPS does is absolutely essential and, while nobody should ever have to use its services, the sad fact is that they are required. It is an absolute privilege to collectively ride in memory of our fallen colleagues, to show that we, as a police service, will never forget their sacrifice.”

North Wales Police Federation

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It is an absolute privilege to collectively ride in memory of our fallen colleagues, to show that we, as a police service, will never forget their sacrifice.

communications and case officer Jayne Humphreys said: "The Police Unity Tour is an event which makes us proud to be part of the police family.

"The COPS service on the Sunday morning is an emotional experience for the cyclists, support teams, families and their guests and gives everyone the chance to catch up. It was a real privilege to represent the North Wales Police Federation and support the riders, survivors and the charity."

The Police Unity Tour began in New Jersey, United States in 1997 to raise awareness for officers killed in the line of duty, honour their sacrifices and raise funds for families.

COPS is a UK registered charity dedicated to helping the families of police officers who lost their lives in the line of duty. It aims to ensure that survivors have all the help they need to cope with such a tragedy, and that they remain part of the police family as they rebuild their lives.

Feature continued overleaf.

Taking in the breathtaking scenery.



Photo courtesy of Karl Smith



The Welsh Chapter gathered at Aberystwyth.



The Welsh outriders Jason (left) and Owain.



Tour itinerary:

Day 1: Thursday 25 July

The four Welsh forces travelled and met in Aberystwyth – approx 130 miles for those cycling from North Wales.

Day 2: Friday 26 July (official start of the Unity Tour)

The Welsh Chapter travelled from Aberystwyth via Rhayader, Ludlow and Telford – approx 100 miles.

Day 3: Saturday 27 July

Travel from Telford via Stone to Tamworth – approx 75 miles.

Day 4: Sunday 28 July

Travel from Tamworth to the National Memorial Arboretum – approx 15 miles.

If you would like to find out more, you can do so via: Care of Police Survivors - Support for Bereaved Families | COPS UK (ukcops.org); and further information regarding the tour is available via the website <https://ukpoliceunitytour.org/>

WELFARE VAN OFFERED SUPPORT TO POLICE UNITY TOUR CYCLISTS

For the second year, the North Wales Police Federation welfare van was deployed to support the Welsh Chapter riders on the Police Unity Tour, and what an amazing experience it was!

Former branch secretary Mark Jones and Chief Constable Amanda Blakeman took charge of welfare on the FHQ to Aberystwyth leg on the Thursday at the start of the tour and Jayne Humphreys, North Wales Police Federation communications and case officer, and Delyth Thomas-Jones, Force communications officer, took over the welfare van from Friday to cover from Aberystwyth to the National Memorial Arboretum in Alrewas, Staffordshire as Mark took over the cyclist support vehicle.

We also had, for the first time, two outriders from North Wales Police to ensure the safety of our riders and ensure that we didn't have traffic tailbacks. We were joined by two South Wales outriders at Aberystwyth, making a hugely effective team of four.

It was an emotional rollercoaster with laughter, tears, sweat and a lot of chocolate but, above all that, was the sheer admiration for a group of truly inspiring colleagues who cycled for more than 200 miles.

Police officers and staff set off from their home forces on the Friday to take part in the tour, which is an annual event raising awareness of fallen colleagues and raising funds for Care of Police Survivors (COPS), the charity dedicated to supporting their families.

We began the tour in dismal weather, with rain and cloud accompanying a truly

difficult climb up the Crimea Pass, through fabulous cycling weather and amazing scenery on the Friday and Saturday to sweltering heat for the emotional COPS Service of Remembrance at the arboretum on the Sunday (28 July).

Jayne said: "I felt so privileged to be part of the welfare van support team, and it was truly humbling to see the cyclists cover such vast distances in memory of their colleagues.

"Meeting up with the whole Welsh Chapter on Thursday evening was a great experience. Friday's leg of the journey was particularly gruelling on the cyclists in terms of the heat and distance covered – although the scenery was breathtaking, especially as we travelled from Devil's Bridge to Rhayader via the Elan Valley. A big plus was that we were so fortunate that there weren't any major medical events.

"We all got to know our team members better, both from our own Force and the other Welsh forces, as well as meeting new colleagues from the rest of the UK and the wider police family. And seeing first-hand how our four outriders managed the three days and kept all our riders safe was breathtaking.

"During the service, we heard moving stories from the families of fallen officers, and I had the honour to wear the band of a fallen officer from Northern Ireland, Inspector Stephen Davidson.

"Unfortunately, his family are not currently in contact with COPS, so I was unable to pass the band onto them.

"It was an amazing, emotional experience, hard work and so rewarding. I'm already looking forward to next year!"



Mark Jones at the wheel of the support vehicle.

ASSAULT/INJURY CLAIMS REMINDER

By Jonathan Belcham of Ralli



Often injuries are sustained while an offender is resisting arrest. The offender was not intending to cause injury but, in most cases, this will constitute a crime of violence because it can be foreseen that some injury may be sustained, even if the actual injury cannot.

Ordinarily, there will have to be contact between the offender and the officer during the course of a struggle for a crime of violence to have occurred within the meaning of the Criminal Injuries Compensation Scheme of 2012.

Claims should be submitted online. Keep a note of the reference as you will need this to correspond with them and, if

you receive a decision that you are not happy with, you may be entitled to legal representation to pursue an appeal.

Do not be at all surprised if your claim is rejected and you should contact the Federation at that stage to advise further. There are two years to lodge a claim. Whether you are entitled to a payment will depend upon whether your injury qualifies under the terms of the scheme which is tariff based.

If you wish to claim the following link should help you to their website <https://www.gov.uk/claim-compensation-criminal-injury/make-claim>

If you slip or fall while chasing an offender or sustain any other form of accidental injury the strong likelihood is that the CICA will reject your claim on the basis that an exceptional risk was not

taken and such actions form part of the normal duties expected of a police officer.

In addition to a CICA claim, there is always the possibility of suing the individual responsible for the assault. Such claims almost never produce successful outcomes, even if it appears that the offender may have assets. Rarely have I therefore advised that such claims be pursued as at best payment of compensation and legal costs would take many years and default is the most likely outcome.

You can also apply through the Department for Work and Pensions (DWP) for Industrial Injuries Disablement Benefit (IIDB). This is a no-fault scheme for victims of accidents at work and which can result in weekly payments being made to reflect the extent of any disability caused in the workplace. The threshold for payment is 14 per cent. However, if there are further injuries in the workplace the awards could be aggregated and result in a payment that otherwise would not have been received in isolation.

There is also an opportunity, if the claim is accepted at any level, to review in the event of the worsening of a condition. Once you have completed the paperwork the DWP will make enquiries and if it is satisfied it is dealing with an accident in the workplace will confirm the same.

It will then be necessary to actually apply for an assessment of any disability. There is no time limit on claiming this benefit but it would not be assessed for three months after injury and can only be backdated three months. You can therefore apply for any old injuries on duty that give rise to any disability now. This link should assist <https://www.gov.uk/industrial-injuries-disablement-benefit>

Finally, there is **Injury Pension** - this is a supplemental pension that can be paid either upon normal or ill health retirement. It involves consideration of any injury sustained on duty that causes an ongoing disability.

There is a lump sum tax-free amount that would be added to the normal pension entitlement and an annual tax-free amount potentially payable for life. The amount would depend upon the extent of disability. Keep a copy of this advice and speak to your Federation at or around the time you intend to retire.

Jonathan Belcham has been advising members of the Police Federation for more than 30 years - if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.



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GLASGOW WILL HOST NATIONAL POLICE MEMORIAL DAY

Plans are well underway for National Police Memorial Day (NPM) which this year will be hosted in Scotland.

The annual memorial day service moves around the four nations of the UK and, having been held in Cardiff in 2023, will this year be conducted at Glasgow's Royal Concert Hall on Sunday 29 September.

"National Police Memorial Day is one of the key events in the policing year, and allows the policing family to come together to remember those officers who have lost their lives in the line of duty," says Vinny Jones, North Wales Police Federation chair.

"While leading politicians, civic leaders,

chief officers and Federation branch officials attend the service, the most important guests of all are the families of our fallen colleagues.

"It is so important that we stand shoulder to shoulder with them to show them they remain part of the policing family and to demonstrate that we do not forget those officers who have paid the ultimate price while serving their communities."

NPM was first held at St Paul's Cathedral in London in 2004 and has been held annually ever since. It is held on the Sunday nearest to St Michael's Day, with St Michael being the patron saint of policing.

It was founded by Joe Holness following the brutal killing of his Kent Police colleague Jon Odell in Margate in December 2000.

Since 2006, His Majesty The King, while the Prince of Wales, has been patron of The Police Remembrance Trust, which incorporates NPM.

Buckingham Palace has announced that he will continue as patron, following a review of all Royal patronages since his accession to the throne.

Chair of trustees, David Wilbraham MBE said: "We feel very honoured that His Majesty The King has retained the patronage of The Police Remembrance Trust.

"Police officers and staff across the UK take their commitment as 'servants of the Crown' very seriously as day by day they serve all communities and maintain 'The King's Peace'.

"We have been delighted to welcome His Royal Highness to National Police Memorial Day on many occasions as we not only recognise those who have died on duty across policing history and ensure they are never forgotten but also pledge to those serving today that should the worst happen to them they also will be forever remembered."

There is still time to register to attend the 2024 NPM service.

DO YOU KNOW AN OUTSTANDING VOLUNTEER?

Nominations are being sought for an exceptional volunteer in policing for recognition at the 2024 Lord Ferrers Awards.

Outstanding service to policing from Special Constables, volunteer police cadets and other volunteers will be acknowledged at the awards ceremony.

Nominations will be shortlisted before a panel of judges select a winner and runner-up in 11 individual and team categories. A set of criteria, which specifies a high-quality piece of work, a measurable impact and an inspiring contribution, will be used by judges to determine which nominees will be commended at the awards evening on 5 December.

The window for nominations will close at midnight on 8 September. Shortlisting and selection will then take place from late September to early November ahead of the awards ceremony itself.

Access a nomination form on the Home Office website.



Did you know that **no-fault divorces** were introduced on 6 April 2022?

What is no-fault divorce?

No-fault divorce means that separating spouses no longer need to assign blame in order to be granted a divorce.

Under the previous divorce law, a petitioner had to rely on one of five facts (two of which were fault-based) to prove the irretrievable breakdown of the marriage:

The no-fault divorce legislation has changed this, abolishing the five facts and simply replacing them with a statement of irretrievable breakdown. No evidence is needed to support this.

Matrimonial Finances/ Children Matters

Our team can also advise on the matrimonial finances, including Police pensions and matters where you are struggling to reach an agreement with your ex-partner regarding your children. This can range from the day to day living arrangements, to which school they attend or even whether they should be allowed to go on a certain holiday.

We deal with all manner of disputes regarding children and would welcome the opportunity to discuss any issues you are encountering.

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Our specialist team of family solicitors are available to support you through a variety of family law issues, including divorce and separation, financial and child arrangements, cohabitation agreements and prenuptial agreements.

We offer initial family law advice, ensuring you understand your legal options and can choose your next steps with confidence.

Your family law specialist **Georgina Chase** and the team would welcome the opportunity to discuss any issues you are encountering.

Police Federation members can access a free 45-minute initial consultation, and benefit from an applicant fixed-fee no fault divorce for an exclusive discounted price of only £420 (incl. VAT), plus court fee.

To book your appointment with Georgina and the team at your convenience please contact:

Georgina Chase
✉ Georgina.Chase@slatergordon.uk
☎ 0330 995 5261



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ALL CHANGE IN CAERNARFON

After a complete refresh, the major refurbishment and modernisation works to Caernarfon Police Station were completed, and re-opened to officers and the public in July, and things look very different.

Built in the 1990s, the station has been internally re-designed and upgraded by Force project manager Dylan Jones.

Apart from being much brighter, there's much better use of space, improved locker and changing space, and a wellbeing room

to allow officers and staff to unwind and de-stress.

The fabric of the station has been upgraded with new double-glazed windows and the new roof on the superintendent's office has allowed for much more efficient use of space.

Although limited by the existing footprint of the building, Dylan has provided a much brighter, modern and fully-equipped station befitting North Wales Police and its officers and staff.

NEW POLICE STATION FOR PRESTATYN

It's been a few years since North Wales Police had a station in Prestatyn, but that's about to change with a new, centrally located site due to open later this year.

The station, fit for 21st century policing, will be located just behind the

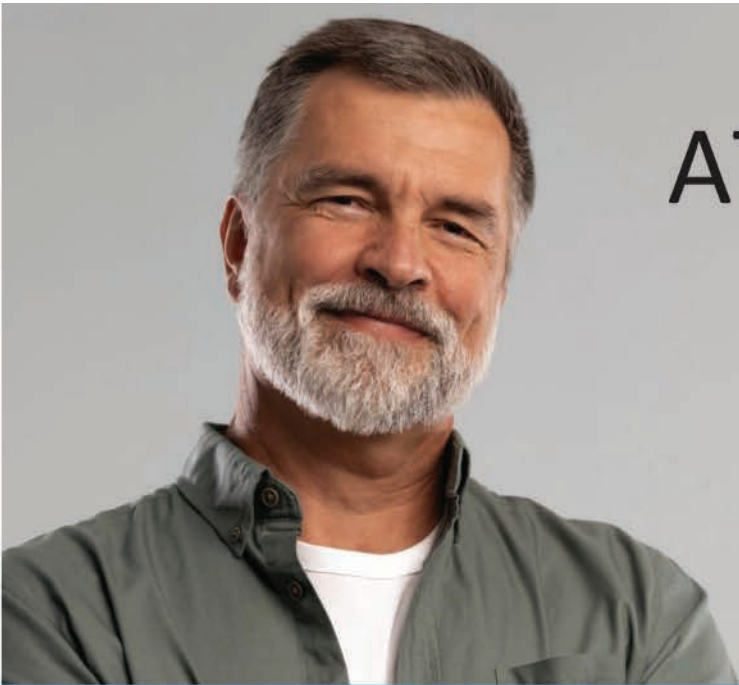
shopping centre on Nant Hall Road, in a purpose-built unit.

Providing space for six officers or PCSOs to work at any one time, and locker space for eighteen, the accommodation also has electric charging points, and a space to speak to

members of the public.

It will be a welcome addition for both North Wales Police and the community of Prestatyn.

We'll keep you updated as the build progresses.



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Thursday 7th November 2024

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17.30 – 19.30: Bangor Station

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PSA TESTING AT THREE SITES

We once again supported our members, current and retired, as we joined Martyn and Neil for workforce PSA testing.

Serving and retired male officers and staff over 40 had their bloods taken in Dolgellau, Porthmadog and Caernarfon on 15 August.

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 in-Force events have seen more than 1,700 men tested. There have been red and amber results for individuals who otherwise exhibit no symptoms, which flags concern over their prostate health and allows early treatment.



At the testing session are (left to right) Martin Barber from Police Insure, Jayne Humphreys, North Wales Police Federation communications officer and case worker, Martyn Rice and Neil Ackers.

North Wales has been a leading force in offering PSA testing, and the results show what an amazing success it has been.

Lots of refreshments were handed out, and thanks to Martin at Police Insure, who came along to support the day.

A very long day, but definitely worth it!

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Part of **our commitment** to supporting those whose vital work supports us all includes a prompt **initial consultation - free of charge**.

We also supply our legal advice to you at a discounted rate and are able to offer a **fixed-fee divorce process**.

Our family and divorce law specialists understand the aspects that particularly impact upon the police with reference to pensions in divorce cases and shift patterns in relation to arrangement for children.

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Vinny Jones, North Wales Police Federation Branch Chair

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NEURODIVERGENT CONDITIONS SURVEY

By Rae Ellis, North Wales Police Federation workplace representative

Many of you will already have seen that the Force launched a Neurodivergent Conditions Survey at the beginning of August. I suspect most of you have not completed it.

Survey fatigue is a real thing. We all get tired of answering questions about things all the time, particularly if we think that the answers should be obvious.

We have all seen the surveys that are released by the Force and wondered: How long will it take? Are they worth it? Do the survey results mean anything? Will it make any difference?

I generally work on the basis that if someone has taken the time to release a survey, it's probably because they really want to get answers to their questions. Having run a couple of surveys myself, I am confident that no-one makes that much work for themselves unless there is a really good reason for it.

Incredibly, we are the first British force

to survey our whole workforce about neurodivergent conditions.

For anyone unfamiliar with the term 'neurodivergent', this describes a range of conditions like attention deficit disorders, autism, dyslexia and dyspraxia. It is estimated that around one in seven people in the UK have a neurodivergent condition. That is one in seven police officers in NWP.

There is often a lack of understanding about neurodivergent conditions and how they impact people. As someone who is very open about having autism, I have had many conversations with colleagues in recent years about what this means, how it impacts me personally and professionally, and how they can find out more about different neurodivergent conditions.

As these conditions are becoming more widely understood, more and more people are realising that they may be neurodivergent themselves and are seeking diagnosis and support in adulthood.

I am very pleased to say that our senior leaders are very serious about helping officers to identify neurodivergent conditions early, and to gain a broader understanding of the impact on individuals across the organisation.

The survey is being run by neurodiversity specialists Creased Puddle and any details provided will be wholly anonymised with personal data remaining confidential.

It is for everyone, whether you are neurodivergent or not, and it only takes a couple of minutes to complete. Importantly, it gives us an opportunity to tell the organisation where we are at and what we need to make sure all of us have what we need to be happy and effective at work.

It is a key step in allowing the organisation to better understand our experiences of neurodivergent conditions and to gauge the level of knowledge and understanding among our officers.

Clearly, for this to be effective as many people as possible need to complete the survey, and even if it doesn't directly help you it will help one in seven of your colleagues.

Please set the survey fatigue to one side and take a couple of minutes out of what I know are very busy days to complete the survey before it closes on 13 September 2024.



Are you having issues at work?

Sometimes problems arise that can threaten your professional role and your personal wellbeing. Our specially trained employment lawyers are on hand to help.

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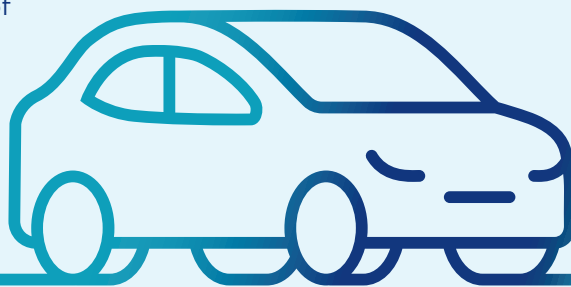
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UNLOCKING RESTFUL SLEEP: TOP TIPS FOR A BETTER NIGHT'S REST

By Charlotte Spillane

Ever feel like you're wrestling to get to sleep at night? You're not alone! A staggering 36 per cent of Britons struggle with insomnia, and shift workers like police officers are especially likely to be hit hard.

In fact, the 2021 Policing Wellbeing Survey revealed that 40 per cent of police officers get less than six hours of sleep a night. This lack of rest takes a toll, with nearly 30 per cent of respondents reporting extremely high fatigue levels.

While short-term insomnia may impact your mood and energy levels, chronic sleep problems can have a significant and far-reaching negative impact on your physical and mental wellbeing.

What happens when you sleep?

Sleep is as vital to your survival as food and water, it removes toxins in your brain and body that build up while you are awake and is crucial for your recovery and performance.

During the really deep part of your sleep cycle, your body presses pause and goes into full-on repair mode. During this time, your brain is busy consolidating memories and experiences from the day, making sure everything gets filed away properly.

If your sleep works its magic, you wake up with your 'desk' cleared and feel ready and prepared for a brand-new day.

The impact of poor sleep

And the opposite is true too - if you sleep poorly, it can be much harder to process your thoughts and experiences, and you may struggle with your focus and energy.

Poor sleep can have a significant impact on mental clarity, performance and your general mood. No doubt you've experienced some of the effects of this after even one poor night's sleep. But when poor sleep is longer term it's linked to lower immunity, hypertension, diabetes, obesity, depression, heart attack and stroke.

How to improve your sleep

So, what can you do to encourage sleep? Here are my top tips to significantly improve your ability to get a good night's sleep.

Wake up at the same time every day - This is the single most important thing you can do to

improve your ability to sleep. Waking up and getting out of bed at the same time every day creates a predictable internal sleep pattern. It also tells your body when to release cortisol to help you to wake in the morning. And yes, this does include weekends too!

Avoid caffeine after 2 pm - Caffeine is a powerful stimulant so it can be a big culprit for struggling to sleep well. If you find it hard to sleep, you may find it helpful to keep your caffeine intake to mornings and have your last caffeine hit before lunchtime.

Switch off tech - Avoid using your phone, tablet or laptop for at least half an hour before bed (longer if you can). There's plenty of evidence to suggest that using tech stimulates the brain and suppresses melatonin - neither of which is conducive to a good night's sleep.

Breathe deeply - If you can't get to sleep or you find yourself waking up in the night, try taking nice deep breaths - in for three and out for four. When you breathe out for longer than you breathe in, you engage your 'parasympathetic nervous system' otherwise known as your 'rest and digest mode', taking you into a state of relaxation.

Exercise - Taking moderate exercise during the day releases tension and will help you to get a better night's sleep. Research suggests that exercise improves both sleep quality and efficiency, particularly if the exercise is taken outside. It doesn't have to be vigorous, even a 10-minute walk will have an impact.

Meditation and hypnosis - The state of hypnosis and meditation actually replicates the restorative part of sleep, which is great news for consolidating memories and relaxation. It's not a magic wand or a quick fix, but with time, effort and a little determination, you can significantly improve your sleep.

Download guided meditations on apps like Calm and Headspace to help you get started. Or if you'd like access to my FREE relaxation track, you can email me charlotte@sparkhypnotherapy.co.uk and I'll send you a link.

Shift workers and sleep

Let's face it, shift work isn't ideal for sleep. Constantly changing sleep schedules disrupts your body's natural rhythm. But there are steps you can take to minimise the impact and improve your sleep quality:

Stick to a sleep schedule as much as possible, even on your days off. This helps regulate your body's internal clock. Aim for seven to nine hours of sleep per night.

Gradually adjust your sleep schedule when switching between shifts. Don't try to go from days to nights in one go. Make small adjustments a few days in advance to give your body time to adapt.

Create a sleep-conducive environment. Make sure your bedroom is dark, quiet, cool and clutter-free. Invest in blackout curtains, earplugs and a comfortable mattress.

Develop a relaxing bedtime routine. This could include taking a warm bath, reading a book or listening to calming music. Avoid stimulating activities like watching TV or using electronic devices before bed.

Maximise light exposure during waking hours. Get outside into natural sunlight as much as possible, especially during your waking hours. This helps regulate your circadian rhythm.

Limit naps, especially long naps. Short power naps (20 -30 minutes) can be helpful, but avoid napping too close to bedtime or for too long, as this can make it harder to fall asleep at night.

Remember, a good night's sleep is an investment in your overall health and wellbeing. By incorporating these simple tips into your routine, you can wake up feeling refreshed, focused, and ready to conquer the day. Sweet dreams!

About Charlotte

Charlotte Spillane is a clinical hypnotherapist and mindset coach based in Colwyn Bay. She is also a clinical hypnotherapy supervisor and trainer.

Charlotte uses solution focused hypnotherapy to support clients struggling with stress, anxiety and confidence issues. She has a particular interest in working with clients experiencing Imposter syndrome and self-esteem issues.

Charlotte delivers regular wellbeing seminars for the North Wales Police Federation, where she educates police officers and staff on how to reduce stress and anxiety and improve the quality of their sleep.

To find out more go to www.sparkhypnotherapy.co.uk or follow Charlotte on Instagram [@sparkhypno](https://www.instagram.com/sparkhypno)



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Anthony Duffy, Retired, Pwllheli

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

Mark Davies, Retired, Mold

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Senior Partner Practice



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