

YOUR VOICE

Ffederasiwn Heddlu
Gogledd Cymru
North Wales
Police Federation



MARCH 2025



**BRAVE OFFICERS
PRAISED BY FIRST
MINISTER**

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REPRESENTING • NEGOTIATING • INFLUENCING

BEING A FED REP IS CHALLENGING, BUT REWARDING



By Lewis Davies, secretary of North Wales Police Federation

Welcome to the first edition of *Your Voice* of 2025. A new year gives us all an opportunity for a re-set, a chance to set targets and priorities for the 12 months ahead of us.

For North Wales Police Federation, along with other Federation branches across the country, there is a sense of a new beginning since we are amid an election period.

The process started at the end of 2024, with the nomination period opening for all members who wanted to put themselves forward to become workplace representatives.

Making the decision to stand in the elections is not something officers do lightly. Our workplace representatives volunteer for the role, knowing that their Federation work must be carried out alongside their usual policing duties.

It can be challenging and demanding, not just because of the time it takes to be a

Federation rep, but also because of the nature of the role. You are often supporting colleagues during very difficult times in their careers, perhaps they are facing a conduct allegation or they are struggling to cope with an aspect of their work.

But being a Federation rep is also incredibly rewarding. You are standing shoulder to shoulder with a colleague, offering help and support, or perhaps just giving them advice or information. Having joined the Force to help others, being able to help other officers brings its own recompense.

Often, we find that new reps come on board because they have had help from the Federation themselves and they want to pay that back. Others put themselves forward because they want to get more involved with the Federation or perhaps drive change.

While we did not have sufficient nominees to trigger an election for our workplace representatives, we do have four new representatives joining the North Wales Police Federation Branch Council.

So, I would like to welcome Jess Anderson, Matt Bagnall, Kris Williams and Josh Harries to the team. They have all agreed to write articles for the June edition of *Your Voice* and I am sure we will then learn more about their motivation for putting themselves forward as reps.

But, for now, I would just like to thank them for volunteering for this new role. It is important that we have an active and diverse group of reps willing to work for members and I am sure they will play their part in ensuring we provide the best possible representation and support.

They will all complete a Police Federation of England and Wales initial reps' training course that will cover the key elements of their role. They can then opt to undertake further training in other Federation specialisms such as conduct, equality and

health and safety.

As a branch, we will also support them as they get to grips with the work of a Federation rep with our more experienced reps willing to share their experiences and examples of best practice.

Moving away from the Federation elections, I would just like to mention the outcome of the Di Maria Judicial Review.

Sergeant Lino Di Maria won a legal challenge against the Metropolitan Police over its "unlawful" decision to remove his vetting clearance after he was accused of sexual assault.

Sgt Di Maria had argued that having his vetting removed without the allegations made against him being proved, criminally or at a Force hearing, caused a breach of his right to a fair trial.

The High Court ruled that the Met cannot dismiss officers by removing their vetting clearance.

While the subject matter appears unpalatable, I believe there was a need to challenge a potentially unfair and illegal process to protect all members and ensure only those with proven allegations should leave the service.

There is no desire to prevent those who bring the police service into disrepute and damage trust in policing being removed from forces. We all want to drive out those officers who do not uphold the standards expected of us.

However, there are firm processes in place for chief officers to follow when an officer has allegations made against them and they cannot circumvent those procedures by removing an officer's vetting.

In the run-up to this magazine being published, I met with the Chief Constable who supports the need for a fairer process around vetting which allows for submissions and the officer to attend any panel.

Turning back to more specific Force issues, I am looking forward to working hard over the next triennial – the three-year period between Federation elections – to look at issues such as our Optimisation Review and national matters such as the work on the pay and recognition submissions.

Our workplace representatives volunteer for the role, knowing that their Federation work must be carried out alongside their usual policing duties.

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with our brave officers.

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VETTING: WORK IS ONGOING



By Trystan Bevan, vice-chair of North Wales Police Federation

2025 - what a year it's been to date and we're only in the first quarter.

So where do I start as the vice-chair of your local Federation branch in providing you with updates, news and, hopefully, some inspiration? I can but try.

The local Federation nominations and elections window has now been and gone but we, as a local council, have a few vacancies still to be filled. I would encourage you as members to please consider standing as Federation workplace representatives.

I have been a Federation rep for a

number of years now and I have learnt so much by doing the role but have also got so much out of it when supporting officers during very difficult times in their lives. If you want to learn more about the role, please let me know and I would be more than happy to discuss it with you.

The judicial review in respect of vetting and in particular the Di Maria case that was being supported by the Metropolitan Police Federation has now concluded with Mrs Justice Lang DBE finding against the Metropolitan Police Commissioner. I appreciate that there will now be an appeal process which will take some time but essentially the findings have brought into question the Vetting APP and how this is managed and followed by forces. I personally have mixed feeling in respect of this finding and this is possibly a discussion for an article for the future.

A number of you have contacted the Federation raising concerns about vetting and how vetting is restricting you personally in respect of your career and promotion aspirations. This is not isolated to North Wales and a lot of work is being done nationally to ensure the process is far more

transparent with a structured process in respect of appeals and sharing of information to allow officers to challenge information and intelligence held on the system. This is something we are also working on locally with solicitors and barristers.

My role as county chief inspector and Force silver results in me being sighted on the Force daily DSR. The number of incidents and type of incidents you are all attending and being involved in on a regular basis, regardless of where you are based, I can only describe as a credit to you all.

Yes, we are a small force in officer numbers but the service we deliver to the public is excellent in my opinion and much better than other forces of similar size and nature.

Personally, I would like to thank you all for your work and I accept it's not easy trying to achieve all that is expected and wanted of you on a daily basis. Please look after yourselves and your colleagues. If you ever feel that you need Federation assistance in any way please reach out to one of your local reps or contact me directly.

Tan tro nesa.

I would like to thank you all for your work and I accept it's not easy trying to achieve all that is expected and wanted of you on a daily basis. Please look after yourselves and your colleagues.



FAITH: AN OVERVIEW OF OUR MAIN RELIGIONS

North Wales Police Federation workplace representative PC Amit Patel contributes to our regular article from our branch constables.



By PC Amit Patel, North Wales Police Federation workplace representative

I often get asked about different faiths in work. I don't mind doing this as I have always encouraged people to find out more about different faiths and cultures.

When I was asked to write an article for this magazine, I thought it was a good opportunity to do a brief round-up of the main religions in Britain outside of Christianity.

I've used a brilliant booklet created by PCSO Barry Williams. It can be found on the intranet under 'NWP Faith Booklet'.

HINDUISM

The word 'Hinduism' is used to describe the way of life which is shaped by the many ancient religious traditions of India. Within Hinduism there are many different beliefs and practices. Hindu understandings of God are complex. Many Hindus worship God in the form of a variety of images. Brahma is the creator, although his image is not often worshipped. Statues and pictures of Vishnu, the preserver, and Shiva, the destroyer, are

often seen in Hindu temples and homes.

Hindus believe in reincarnation or rebirth. The life that a person leads now determines the next life that they will lead, so it is important to lead a good and moral life.

The ultimate aim is to be released from this cycle of birth, death and rebirth and to be united with God.

SIKHISM

The Sikh tradition began in the Punjab (five rivers) region more than 500 years ago. The first guru or teacher of the faith, Guru Nanak, taught a faith in one immortal being.

He also encouraged followers to lead a life of service to humanity. Sikhs follow the teachings of the 10 gurus of Sikhism which are contained in their holy scriptures, the Guru Granth Sahib, which means 'from the mouth of the guru'.

Written in the Gurmukhi script, the book of scriptures is very important to the Sikhs and is read to the congregation as their main act of worship.

The Sikhs - like the Hindus - were Commonwealth citizens. Many came to Britain after 1945 from the Punjab and later from East Africa.

Devout Sikhs, both men and women, wear the religious symbols known as the Five Ks, called this because in Punjabi the words all begin with the letter K.

The Five Ks

Kesh - uncut hair usually worn under a turban for men. The hair is not cut because to cut it disturbs the way the body naturally functions.

Kanga - a small wooden comb to keep the hair well groomed.

Kara - a steel bangle worn on the right wrist symbolising strength, continuity and equality.

Kirpan - a small sword, a symbol of the fight against evil.

Kaccha - shorts which were part of the military uniform of Guru Gobind Singh's time and which now symbolise sexual restraint.

ISLAM

Allah is the Arabic word for God. The Qur'an is written in Arabic. Muslims believe that the Qur'an is the word of God, revealed to the prophet Mohammed by the Angel Gabriel. God's message was written down and exists now in its original form.

The Qur'an has been the guiding light for Muslims all over the globe for the past 1,400 years. Although the Qur'an is in

Arabic, it has been translated in many languages.

The main duties of a Muslim are summed up in the Five Pillars of Islam. They are called that because the practice of Islam is based on these obligations.

The first is their testimony of faith. The second pillar is the obligation to pray at particular times, five times a day, facing the holy city of Mecca. The third is to give a certain percentage of income to charity, which is called Zakat (as shown below) and the fourth is to observe the fasting month of Ramadan. The fifth pillar requires Muslims who are able to go on a pilgrimage to Mecca (Haji) once in their lifetime.

Muslims believe that God has sent many prophets throughout history to all the nations. All the prophets preached faith in one God, life after death and a moral code for life. The prophets include Abraham, Moses, Mary, Jesus and Muhammad.

Muhammad is considered to be the final prophet and the perfect model of how people are to live. To say or do anything which shows lack of respect to God, to the prophet Muhammad, or to any of the prophets is considered blasphemous and is deeply hurtful to Muslims.

You may hear Muslims express their respect for the prophets by using the phrase 'peace be upon him (or her)' after the name of the prophet.

BUDDHISM

Buddhists are followers of the teachings of Siddhartha Gautama, a prince who lived in North East India 2,500 years ago.

Although he lived a life of luxury and good health, he saw death, old age, poverty and sickness and wanted to find a way to end suffering. He tried different spiritual paths but finally through meditation and looking within himself, he found enlightenment and an end to suffering. This state is known as Nirvana.

To help others, he decided to preach about what he had learned, the Buddha's teaching is known as the Dharma. He taught that the people suffer because of the desire to cling to the pleasures of this life.

To get rid of desire, a person must follow what Buddhists call the Eightfold Path, known as the middle way. By learning to think, behave and meditate in a new way, a person can learn to control desire. The Buddha formed the Sanga, a community of monks and nuns to help him spread this teaching.

Buddhists do not believe in a creator (God). The Buddha was a holy man and a teacher who is greatly revered but he is not considered to be divine.

The Five Noble Truths are a fundamental concept in Buddhism. They consist of:

The truth of suffering (dukkha).

The origin of suffering (samudaya).

The cessation of suffering (nirodha).

The path leading to the cessation of suffering (magga).

The five aggregates (khandhas): matter,

feeling, perception, mental formations, and consciousness.

JUDAISM

The central Jewish belief about God is contained in the Shema, which is recited twice daily:

'Hear, O Israel: the Lord our God, the Lord is one'

Jews believe that God has revealed his will for them in the Torah and the Talmud which contain religious and civil laws.

The Torah is made up of the first five

books of the Bible, which is common to both Christians and Jews.

Many orthodox Jewish men keep their heads covered with a kippah or skull cap. Some married orthodox women cover their heads with a hat or wig when they go out in public. Other Jews do not normally wear distinctive clothing.

While praying, orthodox Jewish men wear prayer shawls and sometimes phylacteries, leather boxes containing passages of scripture which are strapped to the head and arm.

Sergeants say...

WE NEED TO BE PROFESSIONAL AT ALL LEVELS



By Rob Jones, North Wales Police Federation workplace representative

These articles come around far too quickly for my liking. From the murky dungeons of custody, I like to think that I still understand the issues that you face, I see and speak to enough of you daily.

When it comes to a topic for an article, I will generally have a rough idea, but when unsure, I will canvas those I trust, those still on response, and those who moan the most.

I was going to cover standards and discipline; this is a particular bug bear of mine, affects public perception, and has declined massively in recent times.

I'd written most of it but have now changed my focus following recent events, I will finish that article when my next deadline is set and have instead chosen to share my thoughts on leadership within policing.

Disclaimer: this is clearly not aimed at any particular person so please take off the tin foil hat and don't be a conspiracy theorist. I should add, though, that the Police Federation is, in my mind, included within the cover-all of police leadership, as are the other staff associations and police staff unions.

The value of leadership in policing cannot be underestimated. This is where our values are set, and is the benchmark that we measure ourselves against. Without true leadership, we are lost.

We police by consent with the trust and cooperation of the public to work effectively. Sir Robert Peel set this in his initial policing principles. These still remain the bedrock, but that trust and confidence has fallen away.

How can the public truly have confidence in us as police officers when we argue and bicker among ourselves over leadership?

This needs to end and it needs to end quickly. That can only be done once the rank-and-file officers have confidence in the leadership that represents them.

Trust and respect need to be earned. It is not given without merit, there needs to be clear evidence in a change of direction, of accountability, of transparency. All that's clear at the moment is that everything is obscured by smoke and mirrors.

There has always been scrutiny of policing, never more so than in recent times. This is mainly attributed to the rise of social media, supported by constant sniping by the mainstream media, the result of which has led to increased scrutiny and a breakdown of public confidence.

The tragic events that led to a summer of disorder provided a key indicator of how influenced the public are by social media. Lynch mobs formed and fought with officers in some of the worst displays of violence that we have witnessed in recent times.

Social media is always full of opinions, but when misinformation prevails the effects can be severe and spread rapidly. The inability of those in authority, including police leadership, to convey basic information to dispel unrest can have clear and obvious repercussions.

Policing always seems on the backfoot,

and this needs to change. There is a need to convey the facts surrounding events and enable public opinion to be formed based on evidence rather than on rumours.

Policing needs strong leadership to overcome this.

A leader will have a clear vision for achieving their desired goal, they will have excellent communication skills and inspire those around them. They will be honest and fair in their treatment of others, acting ethically and transparently. They will inspire others and lead by example.

Strong leadership and communication are vital in restoring public confidence, achieved by having a clear policing plan, leading by example and providing a connection with officers who in turn have confidence in their leadership.

There cannot be confidence without trust. Trust is earned through actions and responses over a prolonged period. It is a long-term commitment, evidenced through integrity, fairness and respect.

Trust is fragile and when broken it cannot easily be restored. When deep seated concerns are thrown into the mix, then that trust could potentially be fractured beyond reconciliation.

Leaders should be accountable for their mistakes. They should accept criticism and be open to debate their shortcomings. Police officers by nature challenge inappropriate behaviour when they identify it.

There should be no hesitation in challenging anyone regardless of rank or position if and when it is warranted. In these modern times, we need to be professional at all levels, accountable, straight talking and provide transparency in our decisions.

If police and Federation leaders achieve all the above, we'll be in a much better place to face the future, get policing right and improve public confidence.



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WHAT DO YOU NEED TO THINK ABOUT?

- // Many homes and therefore planned inheritances for children and grandchildren are being lost to pay for care – can you do anything about this? We can help guide you through this complex area of law.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.
- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family's hands – we can help your family have the final say through Lasting Powers of Attorney.
- // Don't leave your estate to disabled children who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it – put it in trust for them.
- // Don't give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.

// Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your children's inheritance is administered by their surviving parent with whom you may no longer have a good relationship.

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WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at federation@harveyhowell.co.uk; or
- Call us on **0151 928 8597**

LET US HELP YOU GAIN PEACE OF MIND

180 TAKE ADVANTAGE OF PSA TESTING EVENT



The PSA team.

North Wales Police Federation has once again supported its members and police staff, current and retired, Special Constables and volunteers by joining the team for workforce PSA testing.

Former Force nurse Maria Hughes made a welcome return to help, and we were also joined by Jim Gray from the National Police Healthcare Scheme and Martin Barber from Police Insure.

More than 180 serving and retired male officers and staff aged over 40 had their bloods taken in Force Headquarters and St Asaph DHQ. It was an amazing turn-out of men choosing to prioritise their health, and demonstrating the value that our officers, staff, Special Constables, volunteers and retirees place in this service.

The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in the 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 2,000 men over 40 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.

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

Both Jim and Martin took the time to highlight the benefits that their organisations can offer the police family, to promote their physical and financial wellbeing. If you're not familiar with how the National Police Healthcare Scheme and

SINCE 2019
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TESTED



Jim Gray from the National Police Healthcare Scheme chats to an officer.



Martin Barber from Police Insure.

Police Insure can benefit you, you can find out much more at <https://nphs.uk/the-scheme/> and <https://www.policeinsure.co.uk/>

Lots of cups of tea and coffee and biscuits were handed out. It was a very long day, but definitely worth it!

The team will be in the East in May - dates will be posted on our socials and on Facebook.

ELECTIONS – THE NORTH WALES WORKPLACE REP RESULTS

The Police Federation election process gives members the opportunity to vote for the colleagues they want to represent them locally and nationally.

The full election process, established in agreement with the Home Office, is held every three years, with interim elections being organised if positions become vacant.

The current process began with members being encouraged to put themselves forward as a workplace representative from 30 December 2024. The election cycle will be complete by 1 October this year when members of the new Police Federation of England and Wales (PFEW) National Board and national chair will take up their posts.

The results for North Wales reps are in, and we have four new faces: Jess Anderson, Matt Bagnall, Kris Williams and Josh Harries who will all write a pen picture for the June edition of *Your Voice* so you can find out more about each of them.

You can take a look at all of your reps on our website: <https://www.polfed.org/northwales/about-us/meet-the-team/>.

Police Federation representatives support and advise members in matters such as conduct, pay, allowances, terms and conditions, equality, professional development and operational policing issues. Each rep begins by receiving the excellent PFEW new reps' training to aid them in doing this.

Locally, all Federation members will next be able to vote for the North Wales chair. You will be advised by email when the online voting is open. The results will be announced the day after voting closes, with the chair taking office shortly afterwards.

From 30 June to 14 July, members can vote for the national chair. You will receive details directly by email, so make sure you update us if your details change. The results will be announced on 15 July.

Elections timetable

LOCAL BRANCHES

Workplace representatives

- 30 December 2024 – Nominations open
- 24 January 2025 – Nominations close
- 3 to 23 February – Voting takes place
- 27 February – Results are announced.

Branch Boards

- 17 March – Nominations open
- 6 April – Nominations close
- 14 to 28 April – Voting takes place
- 30 April – Results are announced.

Branch chairs

- 2 May – Nominations open
- 9 May – Nominations close
- 13 to 27 May – Voting takes place
- 28 May – Results are announced
- 1 June – Branch chair and other officials take office.

Additional national members

- 28 May – Nominations open
- 4 June – Nominations close
- 5 to 12 June – Voting takes place
- 13 June – Results are announced, completing National Council.

National chair

- 16 June – Nominations open
- 23 June – Nominations close
- 30 June to 14 July – Voting takes place
- 15 July – Results are announced
- 1 August – National chair takes office.

National Board

- 1 August – Nominations open
- 10 August – Nominations close
- 12 to 19 August – Voting takes place (regional stage)
- 20 August – Regional stage results are announced
- 21 August to 28 August – Voting takes place (National Council stage)
- 29 August – National Council stage results are announced
- 1 September – National Board members take office, with the exception of national secretary.

Key national roles

- 1 to 30 September – Key roles on National Board, including secretary, are selected
- 1 October – New National Board in post.

COULD YOU HELP COPS CHARITY BY TAKING PART IN THE POLICE UNITY TOUR?

Officers and staff are being urged to consider taking part in this year's Police Unity Tour (PUT), the annual cycle ride to raise awareness of fallen colleagues and boost the funds of the charity that supports the families they leave behind.

Riders from North Wales join those from the other three Welsh forces to form the Wales Chapter for the PUT, last year setting off from Aberystwyth Police Station on Friday 26 July to make their way, on a 200-mile route over three days, to the National Memorial Arboretum in Alrewas, Staffordshire.

They were accompanied by motorcycle outriders and also Federation welfare vans with support team members on hand to offer refreshments and encouragement.

On the Sunday, the PUT rides into the arboretum for the Care of Police Survivors (COPS) Service of Remembrance which is 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.

This year's PUT starts on Friday 1 August and will see those taking part setting off from their home forces to ride to the arboretum again raising funds to support the critical support offered to the families of fallen officers and staff by COPS.

Everyone taking part will wear a wristband engraved with the name of a fallen officer and, where possible, at the end of the ride, will present it to the family of that officer ahead of the service of remembrance which will be held on Sunday 3 August.



Registration will open soon for the Wales Chapter with those taking part asked to pay a non-refundable registration fee of £180 to offset the costs of two nights' accommodation and a PUT cycling jersey.

To find out more about taking part,

please contact Eleanor Ashcroft, Si Jaundrill and Mike Andrews – all via internal email.

Use the QR code if you would like to donate to the PUT fundraising.



PASSING OUT CEREMONY

The September intake of new police officers have passed out marking the end of their initial training.

Their passing out ceremony, which is attended by their families, trainers and senior officers, was held on 6 February.

New recruits spend an initial 22 weeks training together and learning to:

- **Protect the public from violence**
- **Provide a reassuring presence in the community**

- **Support victims of crime and offer help to those who have witnessed crimes**
- **Investigate complex crimes using a mixture of cutting-edge technology and time-proven traditional methods.**

This list is not exhaustive. At the end of the training, they all attend a passing out ceremony before going out to their respective police stations across the Force to put into practice everything they have learnt. We see each intake in their first week of

their training, and ordinarily we would not see any of them again unless they needed Federation support, so it's lovely to see them in this setting to congratulate them on their achievement. It's always a great event, and it was wonderful to see so many family and friends there to celebrate this milestone.

From us all at North Wales Police Federation - good luck in your careers!

BRAVE OFFICERS MEET FIRST MINISTER

Our nominees for the 2024 national Police Bravery Awards were honoured at a special reception.

A team of police officers from North Wales joined the First Minister of Wales to be personally thanked for their acts of bravery.

The event was hosted by Eluned Morgan at her Cardiff office in Tŷ Hywel, the adjoining building to the Senedd building.

Ms Morgan, who invited the officers all the Welsh nominees for the awards to the reception, commented: "It was great to congratulate the Welsh national Police Bravery Awards nominees, and winner, and hear their amazing stories.

"It's so important we recognise their efforts. Thank you for all your hard work within our communities to keep us safe."

The North Wales officers - Sergeant Dylan Thomas, PC Rachael Roberts, PC Rob Burgess, PC Dion Hughes and PC Rob Williamson - won the Welsh regional award at the Police Bravery Awards in London in July 2024 after being faced by an aggressive man with a loaded gun. He was putting his vulnerable mother's life at risk.

Upon arrival, the officers were told by the mother that her son was still inside the property. They could hear someone shouting at them to back off and the officers were also told by the individual that he was armed. As the incident unfolded, Sergeant Thomas found himself looking down the barrel of the gun which was aimed directly at him by a man stood at the top of the stairs inside the house.

Police officers don't get to define the nature of the incidents they are called to deal with and these officers put themselves into danger and potential harm in order to protect somebody in distress. As a wider policing family, we are very proud of what these officers did and the bravery with which they carried out their duties.



First Minister Eluned Morgan with our brave officers.

After a partly effective Taser discharge, the man fell down the stairs and was promptly arrested. He was 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 and loaded with a pellet in the chamber ready to be fired.

Zac Mader, regional representative on the Police Federation of England and Wales, thanked the First Minister for hosting the event which was a great opportunity to hear

first-hand the reality of the service that police officers in Wales provide to the public.

He said: "It was a real privilege to be able to attend the event with colleagues from North Wales who are an example of the best of policing. These officers had been told of the situation prior to their arrival at the property. They were aware that someone was in distress and that the situation required emergency assistance.

"What they didn't know was in what capacity the individual involved was armed."

He added: "Police officers don't get to define the nature of the incidents they are called to deal with and these officers put themselves into danger and potential harm in order to protect somebody in distress. As a wider policing family, we are very proud of what these officers did and the bravery with which they carried out their duties.

"I am always taken back by the modesty of colleagues who do such brave acts and will say it just part of the job I do."

FOOTBALLING OFFICERS HAVE FUNDRAISING GOAL



Footballers from Wrexham Police FC have now surpassed the £50,000 mark in their fundraising endeavours.

Just three years after their formation, the team of off-duty officers have contested monthly matches in support of local and national charities.

Playing against MvF Wreccsam on Sunday 2 February, the club's latest fixture helped to raise £1,300 for the Welsh homelessness charity, The Wallich.

Club founder Sergeant Dave Smith received the British Empire Medal for services to charity and the North Wales community in the King's New Year's Honours List.

He said: "We're a team of officers with mixed abilities. Right from the start, we just wanted to go out there and use football to break down barriers between the police and the public, and to build a stronger connection with our local communities."

"The club's played about 19 games since we started playing in 2022, and in that time we've helped hospices, homeless charities, mental health organisations, domestic abuse support services and local hospitals.

"All these organisations do some really vital work and we feel proud that we've been able to raise money for them all."

Since their formation, Wrexham Police FC's nominated charities have also benefited from generous donations from celebrity supporters.

Wrexham AFC owners Ryan Reynolds and Rob McElhenney and Welsh actor Michael Sheen are among those to have made the most sizeable pledges.

And, with Wrexham Police FC now having reached the £50,000 fundraising landmark, Sgt Smith is keen to build on the team's impressive work to date.

He added: "There's a lot of positivity around Wrexham right now since the new owners came into the football club. We've been lucky to have had so much support from Ryan and Rob, who've donated something like £20,000 to some of the causes we've tried to support."

"But we're just so appreciative of all the donations we've had; no matter how big or small. Every contribution counts and we're committed to fully supporting more good causes as we move forward."

The officers played in support of the Countess of Chester Hospital when they faced charity side Jumpers for Goalposts in Clywedog on Sunday 2 March.

All proceeds will be donated to support the hospital's bid to buy an advanced retina scanning machine for its patients.

Donations can be made via this link: <https://orlo.uk/VNYhl>

Did You Know

When you notify the Force of a change in your circumstances, the force doesn't let us know.

- When you move
- When you have a new phone number
- When you have a new email address
- When your circumstances change

When you keep us up to date, we can keep you up to date

North Wales Police Federation www.polfed.org/northwales/



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LOOKING BACK ON THE LAST 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, 2024 was no different to other years in that it was busy for your local Federation as it represented, influenced and negotiated on behalf of all members, from those who are new in service, right though to those who are retiring.

In others it was, of course, very different. Our deputy secretary/treasurer Mel Jones retired in November 2023, and wasn't replaced until February 2024 and, as you will be aware, we were without a secretary/treasurer from mid-January until September.

The existing members of the branch team really came together to ensure there was a limited impact on members and we now have Lewis Davies in post as the secretary/treasurer and Sam Roberts as the deputy secretary/treasurer.

We've also had the national Police Bravery Awards and the National Police Memorial Day but this year there was no national Federation conference.

New recruits

Recruitment continued apace in 2024 and we spoke to five new intakes of student officers, advising them what the Federation does for officers, highlighting the special nature of student constables and Regulation



Long-serving branch official Mel Jones who retired at the end of 2023.

13, raising awareness of the Federation Group Insurance Scheme, highlighting the features for all members, and providing details of the benefits of the Police Treatment Centres, The Ben Fund, the National Police Healthcare Scheme and our other member services.

Each intake is made up of students who are on different entry routes – some have the Professional Policing Degree and some are doing the Police Constable Degree Apprenticeship. Others have a degree and are on the Degree Holder Entry Programme while the new Police Constable Entry Programme (no degree) was introduced in 2024. We congratulate all our new colleagues for their dedication and tenacity in undertaking their different learning.

We have continued to keep in touch with cohorts, attending their passing out ceremonies and allowing us to continue to understand the huge amount of work we are asking our new officers to undertake.

Additionally, we spoke to groups of new PCSOs and police staff, to let them know about the benefits of the Group Insurance Scheme.

Consultation

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



The new branch deputy secretary and treasurer Sam Roberts.

subject to intense scrutiny by the Federation to safeguard officers' wellbeing and welfare.

Last year the Federation attended meetings both at a national and Force strategic level. These included (not an exhaustive list): promotions boards, leadership and culture, wellbeing, screening panels, Force Executive Board, financial savings, misconduct, grievance, Welsh, Tactical Citizens in Policing, PSD, employment tribunals, member services, redeployment and recruitments board. More so than ever, it's vital that your voice is represented to the organisation through these meetings.

Surgeries

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.

In association with the Force, we introduced MetFriendly as a member service, which brought back to the officers and staff the facility to save by way of the hugely popular 10-year plans, with all monthly payments being by payroll deduction. If you would like to know more, visit https://www.metfriendly.org.uk/?src=north_wales_Fed_banner. We've

Continued overleaf



Lewis Davies, the new branch secretary.



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 just under 2,000 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.

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.

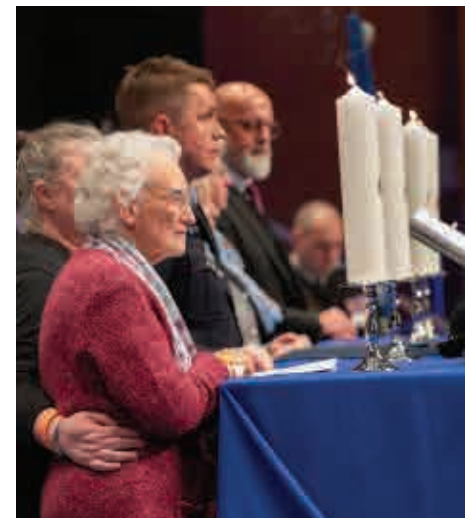
Welfare van

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 and so on to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities.

2024 was a much quieter year as far as mutual aid was concerned, however, we continued 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



Remembering fallen colleagues at National Police Memorial Day.

Remembering the fallen

National Police Memorial Day was held in the Glasgow Royal Concert Hall on Sunday 29 September and was attended by more than 1,000 people, made up of families, friends and colleagues of fallen officers as well as police chiefs and officers. One of the focuses for this year's gathering was to remember those killed in air disasters. 2024 was the anniversary of the Chinook helicopter tragedy on the Mull of Kintyre and a wreath was laid to commemorate lives lost in air disasters, many of which have happened on Scottish soil.

PTC

In all, 75 North Wales Police officers, PCSOs and police staff attended the Police Treatment Centres (PTC) in 2024, with 76 per cent accessing the muscular-skeletal programme and 24 per cent the psychological wellbeing programme. A total of 1,062 North Wales officers donated to the PTC in 2024, and it's worth pointing out that this number does not include the 2024 police officer and PCSO new recruits, who were eligible for 12





Wellbeing support.

months' free cover.

This highlights just how valuable the officers of North Wales Police view the services offered by the PTC. Last year also saw the opening of the PTC to police staff, who can now enjoy the same benefits as serving officers and PCSOs.

It is an amazing facility, ensuring injured officers, PCSOs and police staff have the best possible chance of recovery from injuries sustained both on and off duty.

The Ben Fund

In 2021, North Wales Police officers became eligible to join The Ben Fund; an independent charity dedicated to supporting and caring for the police from recruitment into retirement. From its 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, it provides a unique care package that complements the PTC.



In 2024, 358 officers were members of The Ben Fund, and 22 accessed the physiotherapy, wellbeing or counselling facilities. Since mid-2024 North Wales Police Ben Fund members have been able to access physiotherapy services within the North Wales area, which has allowed even more members to access The Ben Fund services.

Attendance at the PTC and The Ben Fund is classed as duty time so, 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.

Private healthcare

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, providing not for profit private healthcare, was significantly cheaper than other options, while 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. Membership of the scheme also includes PTC membership for officers, PCSOs and police staff.

Scheme members also have the opportunity to rent the National Police Healthcare Scheme barn conversions in Wandylaw, Northumberland at vastly discounted prices. If you would 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/>



GIS

Our Group Insurance Scheme (GIS) had more than 2,000 police officer, police staff and retired (officers and staff) members as at December 2024. 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, with 2024 seeing the addition of sick pay, mobile phone and home emergency cover. To give you an idea of how our members benefited from the scheme, in 2024 members called out the motor breakdown service more than 250 times, there were claims for life insurance, critical illness, court compensation and more than 40 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres).

In addition, 99 members used the GP24 service between January and the end of December 2024. This access to a UK-based the scheme since it was introduced in 2019. Membership of the GIS is open to all police officers and police staff. If you would like to join please contact the Federation office.

Continued on Page 17



The PTC at Harrogate.



SUPPORTING THE HEALTH & WELLBEING

of the policing profession

- Residential physiotherapy
- Residential psychological wellbeing
- Online physiotherapy
- Online women's health programme
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- Fitness and lifestyle facilities



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thepolicetreatmentcentres.org

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The Police Children's Charity is a registered charity that supports police families by helping to ease the financial pressures of bringing up children after the unimaginable happens.



Grants available for Beneficiaries



Grants available for All Police Donors



Grants available for Beneficiaries

TPCC provides financial support to police families; this could be after the death of the Police donor parent, the death of the partner of the donor, or if the Police Donor has been medically retired from the job **through injury or illness sustained on or off duty.**

We also provide 'Grants for All Police Donors'

These are grants that can be accessed at any time during your service and in retirement.

- **Child counselling grant;** providing up to £1,000 per child
- **Ex-gratia wellbeing grant;** offering support of up to £2,000 per child to support their mental health & wellbeing.

Receive support from The Police Children's Charity for just **£1.50** a month

Scan the QR code to sign up



thepolicechildrenscharity.org

Seminars

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.



Specials

In the summer of 2022 Special Constables became eligible to join the Police Federation of England and Wales (PFEW). This significant change finally enables Specials to have the same support and representation as their full-time colleagues.

PFEW has 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



Police and Crime Commissioner Andy Dunbobbin.

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 our Police and Crime Commissioner Andy Dunbobbin 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 per cent 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.

<https://www.polfed.org/northwales/>

<https://www.facebook.com/NWalesPoliceFed/>

<https://twitter.com/NWalesPoliceFed>

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Contact your dedicated force representatives today on

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Legal Services for North Wales Police

With over 20 years' experience of working with police, Gorvins have been a leading provider of legal services in all matters arising from relationship breakdowns and disputes concerning children.

We understand the importance of family and the impact that a family breakdown can have upon all of those closely concerned and that is why our service (with discounted fees) is offered not just to serving and retired police officers and police staff, but also to their partners and immediate family members.

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.

Other Legal Services

- Family Law
- Police Crime & Misconduct Defence
- Wills Trust & Probate
- Residential Property
- Wills Trust & Probate
- Employment Advice
- Media Defamation & Privacy
- Commercial Property



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Need a hand to get on the housing ladder? Or a boost to your pension pot?

That's where the Lifetime ISA comes in for those aged 18-39 - save up to £4,000 a year tax-free until you reach age 50 and the Government will add 25% - that's up to £1,000 a year and £32,000 in total!

Family and friends can chip in too - the Government will add 25% to **all** contributions!

Benefits of our Lifetime ISA at a glance:

- **Tax friendly** - all growth in a Lifetime ISA is tax-free
- **Metfriendly Annual Bonuses** - that provide a gradual increase in the value of the plan
- **Metfriendly Final Bonus** - this could provide significant additional returns over the medium to long term
- **Smarter saving** - designed to deliver growth and stability, and aims to outperform cash-based savings over the medium to long term.

Save into a Lifetime ISA and receive a £25 Amazon.co.uk Gift Card.

Quote **SPRING25**. Offer ends 30th June 2025. Terms and conditions apply.



Find out more. Scan the QR code, visit metfriendly.org.uk/saver or call Member Services on **01689 891454**

(Monday to Thursday 8:30 to 17:00, Friday 8:30 to 16:30)



metfriendly

The UK Police Family Finance Specialists

Metfriendly products are available to the whole UK Police Family subject to specific product eligibility. To keep the government bonus, the Lifetime ISA owner must use it to make an eligible property purchase and/or withdraw it after they turn 60. Terms & conditions apply. Value of property must be no more than £450,000 and be in the UK. Our plans are medium or medium-low risk products (refer to Key Information Documents during the application process for risk classification). Stock market investments can go down as well as up, meaning that you could get back less than you've paid in. See the website for details. Information correct at time of going to press.

Metropolitan Police Friendly Society Ltd is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority (Firm ref No. 110026).



THE GROUP INSURANCE POLICY RENEWS ON 1 MARCH 2025

Due to a combination of inflationary pressures and an increased number of claims, the premiums have changed for the year ahead.

Category	Current premium monthly	New monthly premium
Serving member under 70	£29.05	£30.55
Serving partner under 70	£10.05	£10.05

SCHEME AMENDMENTS

Legal expenses

The legal expenses provider has changed to Temple-Legal and the number to contact for assistance is 01483 954 089.

The disciplinary hearings (misconduct) limit has increased to £25,000.

Travel policy

The policy includes full cruise cover.

Health Assured

Health Assured now offers a service to include financial coaching, provided by Munny.

All other benefits remain unchanged.

Phone apps

The scheme has a number of useful phone apps which you can download. The details of how to do this are in the scheme brochure.

If your beneficiary details have changed, please update the Federation office.

The new scheme
benefits booklet, travel policy
and all policy wordings are
available on our website

[www.polfed.org/northwales/
group-insurance/](http://www.polfed.org/northwales/group-insurance/)

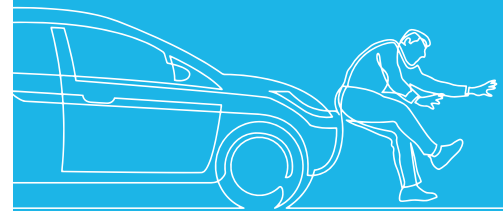


Making a road traffic accident claim: **The 'how to' guide**

Road traffic accidents claims can be very difficult to navigate, with many people unsure on where to start.

The process:

- 1** Contact us through the police federation to discuss your claim with one of our expert personal injury lawyers.
- 2** Our lawyers will **assess your claim** and begin the process by contacting the insurers of the faulty party.
- 3** Our team will liaise with the police and witnesses at the scene of the accident, to **gather more information** to support your claim.
- 4** To support your personal injury claim, we'll need to **obtain medical evidence**. To do this we will need to, with your permission, access your medical records.
- 5** We will arrange for you to be **examined by an independent medical expert** who specialises in providing medical evidence in these cases.
- 6** Our expert solicitors will **keep you informed and supported throughout the whole process**. We'll ensure you have access to the best quality treatment and rehabilitation to maximise the chances of a full recovery.



In most cases, the conclusion of a successful claim for a road traffic accident can be reached through negotiations. However, there are some cases where a successful settlement cannot be reached, and if this is the case, we will then progress to court proceedings and a hearing before a judge.

When it comes to dealing with the aftermath of a road traffic accident, it is crucial to have a trusted and experienced personal injury solicitor by your side. If you are involved in a road traffic accident, whether as a driver, passenger or pedestrian, it can be a life changing event. Our legal experts are here to help you get the rehabilitation, compensation and the support you need.

Call us now on 0330 107 5017 or visit slatergordon.co.uk



Road Traffic Accidents

Whether you were a driver, passenger, pedestrian, or simply a bystander, our experienced and passionate teams are here to provide the legal support you need. We have handled thousands of road traffic accident claims, so whatever the nature of your accident, we have the expertise and experience to help you.

You can claim as:

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- Passengers
- Pedestrians
- Motorcyclists
- People on public vehicles e.g. buses, coach, taxis
- Cyclists
- Horse riders
- Scooters
- Bereaved families

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*Slater and Gordon are regulated by the Solicitors Regulation Authority



EXCELLENT WORK IN EDI



By Rae Ellis, North Wales Police Federation equality lead

At the end of a what has been a challenging year for everyone, I am pleased to be able to report on some of the excellent work in the area of equality, diversity and inclusion (EDI).

Work has continued to ensure that our neurodivergent members are fully supported by the Force. A survey has been conducted which will, for the first time,

provide a true understanding of the numbers of neurodivergent officers in the Force as well as the challenges they face. Publication of the results is imminent and will inform the ongoing approach.

The Worker Protection Act 2023 (WPA) came into force in October. This legislation has introduced a new preventative duty on employers requiring them to take positive and proactive reasonable steps to prevent the sexual harassment of their workers.

This is a really positive move for our members and we will continue to monitor the Force's implementation of this legislation.

The Job-Related Fitness Test (JRFT) continues to be a focus as the level requirement for specialist roles has not been reviewed in the light of the reduction of the standard JRFT to 3.7.

There is an argument that this should be reviewed due to the new preventative duty in the WPA as well as the fact that a proper review of what is necessary has still not taken place. This will no doubt continue to be a focus moving forward.

The results of the internal menopause survey carried out mid-2024 have been published and a number of recommendations covering mandatory training, availability of

information and provision of support have been made which should have a positive impact for our members.

Nationally, the Federation also continues to represent members in this area with the PolFed 2023 Menopause Survey results and recommendations published towards the end of 2024.

Support such as PSA testing and external initiatives like Andy's Man Club help to ensure that the welfare needs of our male members continue to be a priority too, ensuring that all members are fully supported.

Work also continues to be done in other areas such as PRONTO, RMS UI and welfare in specialist roles.

It is with regret that I stepped down as ELO at new year but I look forward to supporting my replacement and our members in 2025.



Work has continued to ensure that our neurodivergent members are fully supported by the force.

FORCE REMAINS IN A GOOD POSITION

By Tony Edwards, North Wales Police Federation health and safety lead

Well, another year gone and, as a Force, we remain in a good position in regard to health and safety.

In July 2024 significant improvement was seen in how the process for reviewing accident and near-miss reports is operating in practice.

The process for administering accident and near-miss reports, including RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations), was seen to have developed significantly at North Wales Police, particularly in the way health and safety (H & S) staff seek line manager review of each individual report with a view of closing each once appropriate to do so.

The new H & S reporting system developed by Elite, which supplies our HS1 and A879 reporting system, has had a few niggles, however, this has now been fixed and appears to be working well.

The training of first aiders and fire stewards within the workplace continues

with more courses planned for the coming year.

A review of training records identified that there was a waiting list of individuals for the fire steward training, including three Western employees, although a discussion with the head of learning and development identified that the matter was in hand and being managed effectively.

It was identified that a logical approach was being taken in prioritising the waiting list, and it was confirmed that the Force has a resource in-house to deliver the training.

It is accepted that identifying individuals who are willing to undertake this voluntary role, especially given factors such as turn-over of staff, can be a challenge for police forces. Furthermore, individuals are required to attend refresher training every three years or otherwise be newly trained if the current fire stewards do not wish to continue.

It is therefore accepted that the process in respect of maintaining up-to-date training is a rolling one, with controls being in place within the Force to manage the process.

There were, at the time of review, a number of courses being held, keeping the waiting

list manageable.

The majority of our buildings, however, do have adequate numbers of fire stewards, including PCSOs, front counter staff and logistics operatives who monitor fire safety arrangements, conduct fire evacuation exercises and keep records of fire safety equipment.

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

Facilities continued to receive requests for air fryers, and this was discussed at some length with the final decision being made with stakeholders. We can now use personal air fryers in the workplace, subject to PAT testing and maintenance. The Force will not purchase air fryers, and they are only to be used in suitable kitchen areas.

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.

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In England, 41% of people on NHS waiting lists were waiting over 18 weeks to start treatment in October 2024[^]

Our discretionary Healthcare Scheme is set up for members of the Police family to help with the cost of private medical treatment when you need it.

It allows you access to treatment at a range of private UK hospitals and facilities including those provided by Nuffield, Spire and Circle Health Group and can reduce time spent waiting for diagnosis or necessary medical procedures.

50% Discount offer*

50% discount off the subscription rate for the main member for the first 12 months.

Prices depend on your age but, for example, an 18-24 year old would pay £13.50 per month for the first 12 months and then £27 per month thereafter.

Additional members are charged at the normal rate. Offer is available to UK residents aged 18 to 65, You must be eligible for Police Mutual products. The offer is only open to customers who are new members of the PMHC scheme and who have not benefitted from a PMHC offer previously.

*Terms & Conditions apply see policemutual.co.uk/healthcare-terms

Healthcare is a discretionary scheme and is not an insurance product. This product is not regulated by the Financial Conduct Authority or the Prudential Regulation Authority and therefore is not covered by the Financial Ombudsman Service or the Financial Services Compensation Scheme.

For more information:

1. Call 01543 441 630

Lines are open: Mon-Fri 9.00am-5.00pm

2. Visit policemutual.co.uk/healthcare



Why choose the Healthcare Scheme?

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Police Mutual

[^]NHS England press release December 2024

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PASSING OUT CEREMONY FOR TWO NEW COHORTS OF SPECIAL CONSTABLES

Two new intakes of Special Constables have marked the end of their initial training by attending a passing out ceremony.

North Wales Police Federation was invited to the ceremony which was held on 19 December last year.

Federation secretary Lewis Davies said: "It was fantastic to attend the passing out ceremony of two Special Constable intakes, and to meet them and their families.

"The training and commitment that these officers give North Wales Police, in addition to their day to day careers and

responsibilities, is truly inspirational.

"The responsibilities and the scrutiny police officers face is no different whether you are a regular officer or a Special Constable which is why it is vitally important that parity of cover is provided by the Federation.

"We are looking forward to representing and supporting our new colleagues, and wish them well in their policing career.

"It was a great event, and it was wonderful to see so many family and friends there to celebrate this milestone.

Special Constables are volunteers who

train together, largely at weekends, in their own time, where they learn to:

- **Protect the public from violence**
- **Provide a reassuring presence in the community**
- **Support victims of crime and offer help to those who have witnessed crimes**
- **Investigate complex crimes using a mixture of cutting-edge technology and time-proven traditional methods.**

It's a huge commitment for the officers, and this list is not exhaustive. They all have other jobs and commitments or are studying and are unpaid for the service they provide as a Special Constable.

At the end of their training, they all attend a passing out ceremony with their



Pictured at the ceremony are branch secretary Lewis Davies (left) and Mark Owen, Special Constables Chief Officer.

families, trainers and senior officers in attendance, prior to them going out to their respective police stations across the Force to put into practice everything they have learnt.

One of the two cohorts at the December ceremony should have passed out during the summer, but due to the unrest affecting many force areas, this could not take place.

From us all at North Wales Police Federation - good luck in your careers, and thank you for the commitment and time that you give.

“ We are looking forward to representing and supporting our new colleagues, and wish them well in their policing career.

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As a Senior Partner Practice of St. James's Place Wealth Management, Spillane & Co. Wealth Management Ltd can provide you with the advice you need, so you can enjoy the finer elements of life and give you that all important peace of mind for the future.

Please contact us to arrange a no obligation consultation.

"The care and professionalism used to assess our individual needs was outstanding in comparison to other financial advisers. Detailed plans were developed to plan for our future based on our circumstances, not just a sale of simple products pursued by other advisers"

Brian Robinson, Mold

"In the four years since I asked Chris Spillane to provide financial advice to myself, I have found him to be extremely knowledgeable, trustworthy and reliable. I consider the advice he provides is always in my best interests and he is always available if I need advice. I would recommend his services wholeheartedly."

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

St. James's Place



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Senior Partner Practice



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