

# PAY AWARD: 'IT IS QUITE SIMPLY NOT ENOUGH'

By Lewis Davies, secretary of North Wales Police Federation

week, they say, can be a long time in the world of politics. Perhaps the same can also be said for the topic of police pay – well, for this year at least.

On 24 July, the Police Federation of England and Wales (PFEW) set out its frustration that the Government had not made its usual July announcement of the police pay award effective from 1 September.

A statement explained, with Parliament in summer recess, that it could be weeks before there would be any certainty around the pay award.

There was a palpable sense of annoyance with the Federation stating: "The continued delay is simply unacceptable. Every other major public sector workforce has had their pay award confirmed. Yet once again, police officers - who are serving under intense pressure - have been left waiting."

Officers shared the Federation's frustration.

But, a week later, the pay award was confirmed, with the annoyance and frustration subsiding - only to be replaced by exasperation and irritation at the award itself.

We will receive a 4.2 per cent increase, fully funded by the Government. This is just 0.1 per cent above inflation. It is quite simply not enough.

As highlighted in the Federation's ongoing Copped Enough campaign, it is set against the backdrop of police officers being 21 per cent worse off in real terms than they were in 2010, a third of colleagues struggling to afford food, rent or heating, 32 officers being violently assaulted every day and a growing number of officers being in mental health crisis.

While officers' mental health issues cannot be blamed solely on police officer pay, there has to be a link between the pressures of the role, the feeling of being undervalued and officer wellbeing.

Oscar Kilo, the National Police Wellbeing Service, has released the findings of its 2025 National Police Wellbeing Survey. I'm pleased North Wales had a higher response rate than most and I'm grateful to the officers who filled out the survey. Our Chief Constable has advised me that work is being undertaken to address the key concerns identified within the Force.



Our findings revealed:

 33 per cent of respondents reported often feeling burnt out

Lewis Davies at the awards ceremony.

- 45 per cent often or always felt fatigue or physically exhausted by work
- 73 per cent felt their role made a positive difference to the public
- 91 per cent felt they had the skills, knowledge and experience they needed to do their job.

It's time for the Government to prioritise police pay and officer wellbeing and these are two issues that the Federation will continue to campaign on.

Moving away from pay, I would just like to highlight the results of another survey that will affect most - if not all - officers.

That is the National Police Uniform and Equipment Survey, created by Lancaster University, in collaboration with PFEW and the National Uniform Portfolio as part of the National Police Chiefs' Council, and supported by UNISON and the Superintendents' Association.

More than half of respondents (56 per cent) report a negative experience of wearing their uniform, compared to just 20 per cent who report a positive experience. How can that be allowed to continue? The challenges of policing can be difficult enough without people feeling uncomfortable in clothing that is supposedly designed to meet the demands of modern day policing.

Satisfaction levels vary dramatically by

force – a "postcode lottery" of uniform experience – with negative experiences ranging from 29 per cent in one force to 75 per cent in another.

North Wales is sitting in the upper half of the survey – with the 17th lowest percentage (55 per cent) of officers reporting a negative experience. A total of 28 per cent were neutral about uniform and just 17 per cent were positive.

Issues were raised around uniform being of a poor fit, restricting movement and causing discomfort, with poor ratings of critical items such as body armour and cargo trousers. Respondents felt cost was prioritised over function and quality and more than half said their uniform was impacting their health and wellbeing.

Read the full report via the news item on the national Federation website – **polfed.org** – which was posted on 31 July. We will be meeting with chief officers to share our concerns.

Before closing, a special mention to PC James Marsden who was the North Wales Police Federation nominee for this year's national Police Bravery Awards. It was an honour and a privilege to accompany James to the awards ceremony. See Pages 4 and 5.

If ever the Government needed a reminder of the unique role of police officers and the need to respect us by treating us fairly over pay, then the bravery awards should fit the bill.

This is definitely pertinent when colleagues and I continue to be called upon, often at short notice, for public order deployments, in and out of Force – including the visit by American President Donald Trump – exacerbating the pressures on their working hours and those of the colleagues around them providing backfill.

Finally, I would like to highlight two colleagues.

Inspector Essi Ahari is retiring from the Force after many years as a Federation rep alongside his various policing roles. Essi, a vocal advocate for matters such as fairness and diversity, has been very supportive throughout my journey as a rep and was never afraid to play 'devil's advocate' when needed.

Secondly, our branch personal assistant - Nicky Williams - who has worked in the Fed office since January 1994 is also leaving us. Nicky is an example of the unseen work behind the scenes of a branch but, without her, our reps would be unable to provide the service they do to our members. Her presence will be missed immeasurably.

### **SUMMER PUTS EXTRA DEMAND** ON THE FORCE, AND OFFICERS



egardless of where you work in the Force, it is always busy in the North Wales policing area over the summer

This is something I see first-hand, day in, day out, in my own role as county chief inspector and Force silver command.

As we are all well aware, the population of North Wales increases massively in the summer and, of course, while we welcome visitors to our region they do put extra demand on the Force, and the officers who are out in the community, serving the public, fighting and preventing crime, keeping order and protecting vulnerable neonle.

Along with other forces across England and Wales, we are already stretched meeting the daily demands of policing our communities so an influx of more people clearly adds to that.

But you are all doing an incredible job, meeting increased demand without extra

resources and I would like to put on record my thanks to you all. The jobs you are attending, the people you are dealing with are not always the easiest, but we all joined the job to make a difference which you are

Keep working hard, look after each other but, above all, look after yourself and your families. Do not ignore your own needs while meeting the needs of others and prioritise your own physical and mental health. We are the service that never says no but, as individuals, we have to make sure we do not work ourselves to the point of being burnt out.

Due to the pressures of policing North Wales in the summer, I think it's safe to say I - along with many of you - am looking forward to the holiday period coming to an

I am sure, by now, many of you will have taken some annual leave to take your own family holiday and I hope that those of you who haven't managed to get away yet do have something planned in the near

Work-life balance is important, we all need time away from the workplace to recharge our batteries, decompress as it were. Policing is a challenging, yet rewarding, vocation and we all have a duty to ensure that when we are away from our police officer role we are actually switching off properly. So, whether you are on annual leave or just taking a rest day, don't look at emails. You work to live, not live to work.

Also, a little reminder from me in terms of making sure you claim what you are entitled to - it's not about should I or

shouldn't I? Under Police Regulations, officers who work over or when they should be off - be that on crime reports or tidying up their work on rest days or late on in the evening - should be asking for the time back. If you are doing the work you should be compensated for it, so put in those claims. Police Regulations are there for a reason and if you have any doubts about their provisions, please consult the Quick Reference Guide which you can find linked on the FAQs page in the advice section of our website at polfed.org/northwales

Please also be aware that the new vetting regulations are now in place with the Home Office guidance being signed off. From a Federation perspective, we are working closely with the professional standards department to understand how the Force is going to progress and work with these new regulations. We will update you as and when we are able.

In addition, please be aware that if you are approached by the anti-corruption unit asking for an ethical interview or a chat about things, make sure you contact a Federation representative to get appropriate advice. Do not under any circumstances, go alone to one of these interviews or 'chats' as the discussion you have could trigger a vetting review.

You can find a full list of our workplace on our website, just go to the about us section and look for the 'meet the team' page.

Remember, we are here to help and support our members and if you need advice, please do not hesitate to get in touch with your reps or the office team.



You are all doing an incredible job, meeting increased demand without extra resources and I would like to put on record my thanks to you all. The jobs you are attending, the people you are dealing with are not always the easiest, but we all joined the job to make a difference which you are doing.

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C James Marsden, who had part of his ear bitten off while trying to arrest a domestic violence suspect, has been honoured at the national Police Bravery Awards 2025.

Shortly after midnight on 8 December 2024, the North Wales PC and a colleague were responding to a report of a domestic assault in Llangefni. When PC Marsden attempted to arrest the male suspect, he resisted.

During the struggle, the offender pinned down PC Marsden and bit off a piece of his ear. Another officer had to use force to pull the offender away from PC Marsden before subduing him and placing him in handcuffs.

Unaware of his injury, PC Marsden wanted to help his colleagues take the male to custody. But they then made him aware of the injury.

PC Marsden was taken to the hospital. where he was told the cartilage had suffered such damage that his ear would be permanently disfigured. He was told he would need to take three to four weeks off work.

His pregnant partner, Gemma, was distressed by the injury, and PC Marsden felt he had let down his colleagues as they would be without him over the busy Christmas period in a rural setting with a small number of officers working.

The offender appeared before court on 14 January 2025 and was jailed for three years and four months for the incident.

PC Marsden will have to live with the permanent scars of this callous assault, caused while serving and protecting the public.

Lewis Davies, general secretary of North Wales Police Federation who accompanied PC Marsden and his Gemma to the prestigious awards in London, said: "The injury inflicted on PC James Marsden serves as a reminder of the dangers our officers face when they respond to calls to protect the public.

"PC Marsden showed courage and bravery to continue to subdue the offender despite his horrific injury. He will now have to live with the physical and unseen effects of the disgusting assault against him and the impact it has had on those closest to him. It's right he is has been nominated and recognised."

James described the entire day of the awards as memorable.

James said: "It was an honour and a

privilege to be with so many far braver than me colleagues that have done some amazing things, that are rightly recognised.

"It's been a genuine privilege to be invited down to the bravery awards and be part of the ceremony. Myself and my partner have had a fantastic day, we've been to Downing Street today.

"It's a once in a lifetime opportunity which I'm very grateful for; it's been a fantastic experience."

The winners of the Welsh regional award were South Wales Police colleagues and the overall winners were Merseyside Police Sergeant Gregory Gillespie, PC Luke Holden and PCSO Timothy Parry.

Policing minister Dame Diana Johnson told all nominees: "Seeing the selfless commitment to helping others, the willingness to put yourself in harm's way, the unwavering dedication to serving and protecting the public.

"Congratulations to every single nominee, you deserve all the plaudits and the praise. Regardless of if you have won or not, I hope you feel incredibly proud of yourself. Your family, friends and colleagues are also incredibly proud of you."

The annual Police Bravery Awards are organised by the Police Federation of England and Wales, and sponsored by Police Mutual.





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n the first weekend of August, teams of officers and staff from the four Welsh police forces came together as the Welsh Chapter to complete a 200-mile cycle ride in memory of police officers and staff who have died in the line of duty.

The team were joined this year by PC Sam Gostage, himself a survivor as his dad, PC Richard Gostage, tragically died in 2006, aged 46, in a road accident while on duty travelling from Wrexham to Colwyn Bay when his unmarked police motorcycle crashed on the A5 at Cerrigydrudion.

The North Wales team set off from Force Headquarters on Thursday 31 July. Some cycled down to Aberystwyth, with the Chief Constable Amanda Blakeman and Inspector Mark Jones providing support in the welfare van. The rest of the cycling and support team followed by minibus.

This year, North Wales Police Group Insurance Scheme sponsored the food and drink on the welfare van, along with some treats courtesy of Henllan Bakery and The Village Bakery. Tesco and Morrisons very kindly sponsored lunches for the team: Tesco sponsored lunch on Friday in Newtown and Morrisons sponsored lunch on Saturday in Wolverhampton. The team are also grateful to the North Wales Police Group Insurance Scheme, North Wales Police Sports Association and the PUT Welsh Chapter for their financial contributions which were greatly appreciated by every team member.

The Welsh Chapter peloton - the cyclists,

motorcycle outriders and support teams taking part in this year's Police Unity Tour - set off from Aberystwyth University on Friday 1 August, and made their way to the National Memorial Arboretum in Staffordshire over the course of Friday, Saturday and Sunday.

On the Friday afternoon, the team stopped in Shrewsbury to visit the memorial for West Mercia PC 425 Richard (Ricky) Gray who was shot and fatally injured on duty on 6 May 2007. They were met by West Mercia Chief Superintendent Mo Lansdale, officers and PCSOs in the beautiful Dingle Garden, and had the privilege of hearing Ricky's colleagues - including our own Chief Constable - speak very movingly about him, which really brought home the importance of the Care of Police Survivors (COPS) charity.

They arrived at the arboretum on the Sunday morning, where a special remembrance ceremony was held, attended by the families of fallen officers, and officers and staff from police forces across the UK.

The PUT teams were raising money for COPS 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 memorial bracelet inscribed with the name and information of a police officer who died in the line of duty, which was carried over to the finish line.

PC #25 RICHARD OR AN - West Americal Controllation Published Development Devel

Those wishing to donate to the cause can continue to do so via: https://www.justgiving.com/page/north-wales-police-1732564015114

The Chief Constable said: "The COPS charity holds a very special place in my heart, and it's always a profound honour to take part in the Unity Tour. It's an event that truly embodies the spirit of the police family and reminds us of the strength and solidarity within our community.

"This year, more than 500 cyclists and support team members from across the UK came together, and witnessing their arrival at the National Memorial Arboretum was a deeply moving moment.

"I want to extend my heartfelt thanks to everyone involved – especially the North Wales Police team and our colleagues from the other three Welsh forces – for their dedication in honouring the memory of police officers and staff who have tragically lost their lives in the line of duty.

"I'm particularly proud of the North Wales contingent, who undertook a



I'm particularly proud of the North Wales contingent, who undertook a challenging 80-mile ride from Colwyn Bay to Aberystwyth on the Thursday, demonstrating incredible commitment and resilience.

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"The Unity Tour is a powerful opportunity for officers, staff, volunteers and the wider public to reflect on the risks of modern policing and to pay tribute to those who made the ultimate sacrifice to protect our communities.

'The work of COPS is vital. While we hope their support is never needed, the reality is that their services are essential. Riding together in memory of our fallen colleagues is a privilege - and a promise that their sacrifice will never be forgotten."

Jayne Humphreys, communications and case officer for North Wales Police Federation, provided support in the welfare van and said: "The Police Unity Tour is an annual event to raise money for such an important charity, and taking part makes every participant proud to be part of the police family.

'The COPS service on the Sunday morning is always an emotional experience for the families, their guests, the cyclists and the support teams, and gives everyone the chance to catch up. It is always such a privilege to 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 have lost their lives in the line of duty. It aims to ensure 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.

### **TOUR ITINERARY:**

### Day 1: Thursday 31 July

The four Welsh forces travelled and met in Aberystwyth - approx. 80 miles for those cycling from North Wales.

### Day 2: Friday 1 August (official start of the Unity Tour)

The Welsh Chapter travelled from Aberystwyth to Shrewsbury via Machynlleth, Newtown and Worthen more than 82 miles.

### Day 3: Saturday 27 July

Travel from Shrewsbury via Bridgenorth and Wolverhampton to Tamworth approximately 70 miles.

### Day 4: Sunday 28 July

Travel from Tamworth to the National Memorial Arboretum - around 13 miles.

If you'd like to find out more, you can do so via: www.ukcops.org/ donate-to-cops/ and further information regarding the tour is available via the website https://ukpoliceunitytour.org/

### AN EMOTIONAL ROLLERCOASTER



For the third 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, writes Jayne Humphreys, case and communications officer for North Wales Police Federation.

Chief Constable Amanda Blakeman and Inspector Mark Jones took charge of welfare on the FHQ to Aberystwyth leg on Thursday and I took over the welfare van from Friday to cover from Aberystwyth to the National Meorial Arboretum, as the Chief Constable and Mark took over the cyclist support vehicle

We also had four outriders from South Wales and Dyfed-Powys Police to ensure the safety of our riders and ensure that we didn't have traffic from Aberystwyth, and they were a hugely effective team.

It was an emotional rollercoaster with laughter, tears, sweat, a puncture and a lot of chocolate but, above all, sheer admiration for a group of truly inspiring colleagues who cycled for more than 170 miles.

The tour began, for those who rode to Aberystwyth, in overcast but dry weather, with a difficult climb up above Colwyn Bay and via Pentrefoelas through fabulous cycling weather and amazing scenery on the Friday and Saturday to cloud and some rain for the emotional service at the arboretum on the Sunday.

I felt so privileged to drive the welfare van and support the 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, many of whom had ridden last year, on Thursday evening was a great experience. The journey was particularly gruelling on the cyclists, in terms of the heat and distance covered - although the scenery was breathtaking. A big plus was that we were so fortunate that there weren't any

major medical events.

We met up with team members who've ridden in previous years, and met those who were riding for the first (but not the last!) time, both from our own Force and the other Welsh forces. We were joined this year by North Wales officer PC Sam Gostage, himself a survivor as his dad, our colleague PC Richard Gostage, tragically died in 2006, aged 46, in a road accident while on duty travelling from Wrexham to Colwyn Bay when his unmarked police motorcycle crashed on the A5 at Cerrigydrudion.

Sam, along with the other riders who joined for the first time, proved not only to be a fantastic cyclist, but guickly became an integral member of the team. We met 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 of our riders safe was breathtaking.

We had the privilege of stopping in Shrewsbury at the memorial of PC 425 Richard (Ricky) Gray and heard his colleagues, including our own Chief Constable, speak about him as an officer and a friend, and how he lost his life saving the lives of his colleagues. Chief Superintendent Mo Lansdale and other members of West Mercia Police were incredibly welcoming and accommodating, and we were all moved by the experience.

During the Sunday memorial service, we heard moving stories from the families of fallen officers, and I had the honour to wear the band of a fallen officer Avon and Somerset, DC Colin Batchelor. 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!



onouring fallen officers at the annual Care of Police Survivors (COPS) Service of Remembrance is one of the most important parts of the policing year, according to the secretary of North Wales Police Federation.

Lewis Davies attended his first COPS remembrance service this year and said it was an emotional occasion, full of poignant reminders of the impact an officer's death has on the families they leave behind.

"I was honoured to represent the branch and the Federation membership at the service," says Lewis, "Having never attended before, I found it particularly moving to hear three family members who had lost a police officer talk about their experiences and articulate their life-long sense of grief and loss.

"But, as well as highlighting their personal stories, the service also served as a reminder of the fantastic work that the COPS charity does to support families and to help them re-build their lives."

While Lewis attended on behalf of the North Wales Police Federation branch, the

Force was represented by Chief Constable Amanda Blakeman.

The service was held at the National Memorial Arboretum in Alrewas, Staffordshire and began with Gill Marshall, the COPS national president, welcoming the families to the service as well as the wider congregation which included chief officers, Federation representatives, civic dignitaries, policing stakeholders and cyclists who had earlier completed the Police Unity Tour.

Gill went on to read out the roll of honour, featuring the names of officers who had died in the last year:

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

**DC Karen Smith** of Humberside Police who died on 18 December 2024;

**PC Rosie Prior** of North Yorkshire Police who died on 11 January 2025;

**PC Michael Bruce** of the Metropolitan Police who died on 14 June 2025, and

**PC Ian Minett** of Gloucestershire Constabulary who died on 21 June 2025. A minute's silence followed. Three family members who had lost a police officer gave readings.

Laurie Murphy talked about the impact the death of her father – Dyfed Powys DC Roger Meyrick – in 1990 had on her. She was 16 at the time and had a sister who was 13 and a brother who was 9.

Roger was 37 when he died in a head-on car crash with a lorry while he was on surveillance training. Tragically, three other Dyfed Powys Police officers also died as a result of the accident. DCs Leonid Evans, 41, and Nicholas Tabraham, 29, died on the same day while Paul Hetherington, who was 35, died 10 days later.

In a very moving speech, Laurie recalled the day when officers came to the family home to tell them of her father's death and told how the family's world fell apart.

"He was our dad and we loved him so much," she said.

Laurie explained the impact of realising that her dad had missed out on so much – seeing her get married, having three children and a grandson and following her brother's journey to being an Iron Man.

She admitted that she had found it difficult when her husband had joined Dyfed Powys Police as a police officer, but ultimately that had led to her finding out about COPS and getting involved three years ago.

Fiona Deans, sister of PC Peter Deans, 25, of Avon and Somerset Police, told of the effect it had on her when her brother died



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with colleague PC Jonathan Stapley on 29 December 1984 when they were in a road accident during a police chase.

She said it could be 'just as hard, just as tough' to lose an officer when you were a sibling, and welcomed the support of the COPS siblings group and the charity generally.

"It's a huge comfort to know that Peter is remembered and I am remembered," Fiona said.

The third family member to speak was Susan Gibson, the daughter of Sergeant Edward Thomson of Strathclyde Police. He was 41 when he died on 13 January 1982 after a road accident. Susan, who was 21, had been a nurse at the time and remembered going to the hospital to see him after the accident and expecting him to survive. But sadly he died from catastrophic injuries to his chest.

Devastated by his loss, she said: "I just felt like a big part of me had gone too."

Susan explained that she had found a lot of comfort and support from COPS, and highlighted the fact the charity gave her access to the Spectrum counselling service.

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

West Yorkshire Chief Constable John Robins, a COPS trustee, closed the service.

He said: "We all know COPS was survivor initiated and survivor led, it will also always be survivor focussed."

Chief Constable Robins also thanked everyone involved in the remembrance service, paying tribute to families who he said had faced 'unimaginable loss' but stood united and proud in memory of their loved

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

Next year's COPS service will be held at the National Memorial Arboretum on Sunday 9 August.









As well as highlighting their personal stories, the service also served as a reminder of the fantastic work that the COPS charity does to support families and to help them re-build their lives.



### Smart Home Devices in Divorce: Help or Harm?

Modern technology has transformed the way we live, work, and connect with others. While most of these changes have been positive, some have had unexpected consequences, particularly in family law. The rise of smart home devices is now shaping how courts deal with issues arising from divorce and separation.

### Smart Devices as Evidence

Devices such as Amazon Echo speakers, thermostats, security cameras, and fitness trackers collect large amounts of data from within the home. This data can become crucial evidence in legal disputes, acting as a silent witness to events. For example, smart device logs may show whether someone was at home at a specific time or record aggressive behaviour in the household. These digital records are increasingly being relied upon in divorce and children cases.

### **Protecting Yourself**

If you are going through a separation, it is important to take control of your technology. Change the passwords on your WiFi, alarm systems, doorbell cameros, and any shared devices Remove unknown devices from your cloud accounts and review your phone's privacy settings. If you believe your former partner is using technology to monitor or harass you, keep a record of what is happening and seek advice from your solicitor or the police.

### Technology and Abuse

However, smart home systems can also be misused. There is growing recognition of what is now called technology enabled abuse. In some cases, former partners have used smart devices to monitor, control, or frighten others by remotely altering thermostal settings, switching lights on and off, or accessing smart speakers to cause distress. Others have accessed accounts using saved passwords to spy on the other party. The courts and police take these forms of abuse seriously, and this behaviour can have serious consequences when it comes to non-molestation orders, occupation of the family home, and arrangements for children.

### Meet Samia Khanum

Solicitor in the
Family Law team
at Gorvins Solicitors.
She advises clients
on a full range of family
law matters, including private children
disputes, divorce, and financial remedy
proceedings. Before joining Gorvins, Samia
trained and worked at a respected firm in
North Wales, where she developed
particular expertise in complex and high

Having lived in North Wales for over 20 years and studied law at Bangor University, Samia has a deep understanding of the community and the pressures faced by those working in public service. She takes a calm and practical approach, focusing on clear communication and achieving the best outcome for her clients through what can often be a difficult and emotional process.



e-mail police-divorce@gorvins.com

or visit us at www.gorvins.com

### 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

He resolution

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



### **CRAIG GETS ON HIS BIKE!**

etired North Wales Police Inspector Craig Jones lovingly restored his old police push bike to feature in this year's Police Unity Tour charity bike ride.

Between 1994 and 1996, Craig was the last officer to be stationed in Rhosneigr, before the village out-station was closed.

In 1995, a photograph was featured in a local newspaper showing Craig riding a 1950s police push bike which was used as his daily mode of transport while patrolling the village.

Sadly, since it was last used as a police bike, its condition degraded and it became unroadworthy.

Craig spent hours restoring the bike to its former glory and once finished, returned to Rhosneigr with Chief Superintendent Owain Llewellyn to test it out and re-create his 1995 snapshot.

Chief Superintendent Llewellyn said: "It was fantastic to see all the hard work Craig has put into restoring this bike.

"We stopped and spoke to a number of locals, some even remembered Craig patrolling both on foot and bike some 30 years ago.

We spoke with members of the local community and visitors from all over the UK, without fail they all told us how good it was to see police officers walking the beat.

"It was a good reminder as to just how important foot patrol is. While I accept that the sight of a tunic-clad officer riding an antique through the streets is going to generate some interest, I cannot overstate how positive our interactions with the public were.

'We spoke with members of the local community and visitors from all over the UK, without fail they all told us how good it was to see police officers walking the beat.

"Seeing police officers and PCSOs on foot patrol is the best way to make our communities feel safer and to maintain the high levels of confidence they have in us.

"I understand the competing demands



the frontline face but, where time allows, please park up the car and have a wander."

Craig himself is not putting on the brakes just yet, he took part in the 2025 Care of Police Survivors (COPS) annual 'UK Police Unity Tour' (PUT), partly on his police

Following his retirement, Craig returned to North Wales Police in a staff role and has remained heavily involved with the Sports Association, regularly riding in the North Wales Police PUT team.

Craig, in uniform and on the bike,

garnered a huge response from both riders and members of the public as he rode to meet survivor families on the Saturday of the tour and into the National Memorial Arboretum on the Sunday.

COPS is a UK registered charity dedicated to helping the families of police officers who have lost their lives in the line of duty. They aim to ensure 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.



### DON'T LET THE CHANCELLOR SPEND YOUR INHERITANCE OR LET THE GOVERNMENT TAKE YOUR HOME TO PAY FOR CARE:

### MAKE YOUR WILL AND POWERS OF ATTORNEY NOW -PROTECT YOURSELF AND YOUR FAMILY

Let Harvey Howell Solicitors help you and your family settle your private affairs. We offer North Wales Police Federation members and their families a free private consultation to answer some important questions for you.

### DO YOU HAVE A BASIC/FREE/DIY WILL - IS THAT **REALLY GOOD ENOUGH?**

You might have put a BASIC WILL in place - OK - but these often just repeat what the law says anyway if it leaves everything to the surviving spouse and then the children.

What about care home fees, probate fees, bankruptcy, children of previous relationships, looking after vulnerable children or relatives, guardianship of children and grandchildren, claims against the estate by unhappy relatives, stealth taxes through probate registration charges - the Chancellor trying to get the government's hands on your or your family's inheritance - THERE ARE MANY PROBLEMS TO CONSIDER.

### WHAT DO YOU NEED TO THINK ABOUT?

- // Will the new government hit bereaved members' families by cashing in on inheritance "to support the public finances" - where there is £500 billion deficit due to the pandemic and fuel crisis!
- // The Chancellor has abolished the planned cap on care costs, so many homes and therefore planned inheritances for children and grandchildren will continue to be lost to pay for care - can you do anything about that? This could also wipe out your expected inheritance. We can help guide you through this complex area of law.
- // What if you or a member of your family 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.
- // 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.

- // Don't leave your estate to family members with a disability or additional needs 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 childrens' inheritance is administered by their surviving parent with whom you may no longer have a good relationship.
- // 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.

### THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US AS A FEDERATION MEMBER

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- 2. Set out some solutions to fix those problems.
- 3. With clear, competitive and transparent pricing and with no obligation - tell you the cost of doing so.

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• Email us your contact details and we will call you to discuss the best way to advise you at federation@harveyhowell.co.uk

> LET US HELP YOU TO SETTLE THINGS AND GIVE YOU PEACE OF MIND





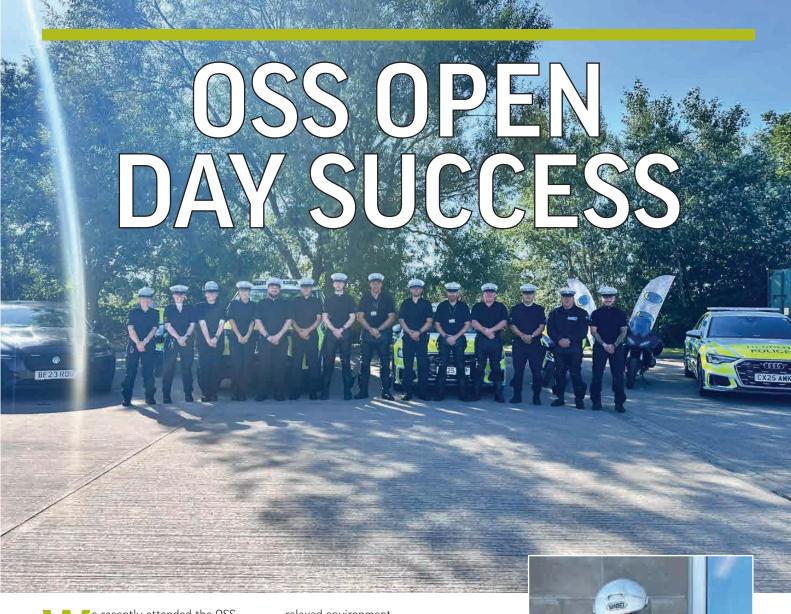




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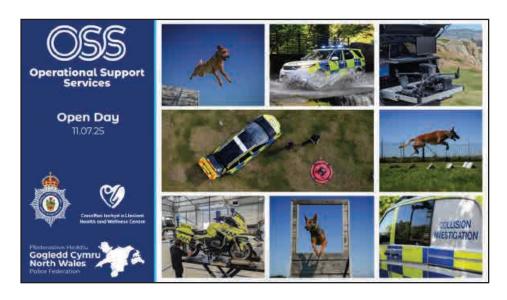
e recently attended the OSS Recruitment Open Day at Rhuddlan Air Base, and what a scorching and busy day it was!

The aim of the event, on 11 July, was to allow officers who are interested in a career in OSS to see what opportunities are open to them, to see the teams in action and to speak to them about what a career path in OSS is really like in a

relaxed environment.

Teams attending on the day included RCU, the dog section, drones, SCIU, alliance armed policing, the rural crime team and the driving school.

It was a busy day, with great attendance, allowing all the officers who came along to discover what makes working with OSS truly rewarding.





### 'IT'S ABOUT DOING THE RIGHT THING FOR THE RIGHT REASONS'

Steve Williams, who was the first Welsh man to become the national chair of the Police Federation of England and Wales, has finally retired from the Force after 40 years' service. We caught up with him ahead of his departure for this Q and A feature.

### How does it feel to finally leave North Wales Police?

I would say it's a strange feeling because it's been a life. It's all I know. And now trying to settle into retirement is a weird sensation.

### What are your plans in retirement?

When I first retired from a serving officer's role, I had a few months out, and I'd get up in the morning, take the dogs for a walk, take the kids to primary school. I then I'd go to the Deganwy Quay for the swimming sauna, but I just didn't know what to do with myself getting under the wife's feet, so I came back!

This time, I'm helping out with Tŷ Gobaith, it's a charity that's close to my heart. When I was captain of the golf club, it was my chosen charity and so I've become a bit of a fundraiser for them now. It's something I enjoy.

I've got to be active, I've got to keep my mind on something. I've always been busy. There's plenty of things to do! I'm looking forward to a healthy and happy retirement.

### When did you join the Force?

3 January 1984.

### And what made you want to be a police officer?

I so wanted to be a policeman. I don't know what really drove me to it. I just felt I



wanted to do that role. And I'm so glad I did, because, you know, I've loved being in the job.

### Do you get in at your first attempt?

I tried three times to get in. The first time I tried I was working in Aberystwyth (for Barclays Bank), they didn't know that I was from Llandudno, and they said: "Oh, we only take people from North Wales!" The next time I applied, there were no vacancies. And then on the final attempt, when I was

working in Barclays Bank in Hereford, I was successful. The Chief, David Owen, interviewed every new recruit. It was quite unnerving because he was on quite a high chair behind a desk, and you were on a low chair in front of him, with an inspector or a chief inspector behind you - it was quite a scary process to go through.

And what career would you have chosen if you hadn't become an officer?
Banking!

### Do you remember your first arrest?

Yes, I do. I was on nights in Rhyl, I saw a female acting strangely, I went round the corner by Barclays Bank and she jumped on my back, she frightened me to death. I arrested her, took her into custody (Rhyl had a custody unit back then) and she was well-known to the custody sergeant, who told me: "She's alright, let her go". I said: "She jumped on my back, Sarge", and he just said: "Doesn't matter. She's OK, just let her go." Different times!

### What was the highlight of your career?

Detective sergeant in Caernarfon. It was a wonderful time in my career. I worked with three fantastic officers, and really enjoyed it. I was so thrilled to become a detective. You had to go to the training centre in Wakefield and had to come in the top 20 per cent of the whole of the course to pass, because the North Wales standard was particularly high in the detective arena. And I managed to do that. When I received my warrant card with the word detective on it, I couldn't tell you how thrilled I was. I was absolutely over the moon. It meant so, so much to me to see the word detective on my warrant card.

### And any low points?

I think bureaucracy now is the worst it's been in 40 years. The submission of a file, to get it to meet the requirements of the CPS is just unbelievable. The hoops that we have to go through, such as some of the redactions; it's very frustrating.

### You worked your way up to the rank of chief inspector - was that always your aim, or would you have liked to have gone beyond the Federated ranks?

I did consider promotion and didn't get through on the occasion that I tried. Around the same time. I was the first reserve for the Welsh inspector's rep for the Police Federation and received a call from the incumbent, George Appleby, to let me know that he was retiring. Because it was mid-triennial and I was the deputy, the job was mine - if I wanted it. So that was when I became a full-time Welsh rep.

### When did you first become a workplace Fed rep?

I went into professional standards, initially as a civil claims investigator, and then as a DI investigating complaints (and officers). It was that job made me realise that, as soon as I left PSD, I wanted to become a Federation rep, to support officers.

I very quickly got a reputation that I would rep everybody (historically, inspectors represented inspectors, sergeants represented sergeants and constables represented constables). I also got a bit of a reputation for being a good Fed rep and

people started asking for me. Before I knew it, I'd become the chair of North Wales Branch Board.

### Did you hold any other national positions before becoming national chair?

After I'd been chair of the North Wales Branch Board, I put myself forward to become a national rep, as a reserve, and I didn't really think much further than that. I didn't think of the implications of what it would all perhaps mean going forward but, as I said, George Appleby retired, and I became one of the Welsh national reps. Then I became the general secretary for the inspector ranks of England and Wales. I also became a rep on the National Detectives' Forum. And, before I knew it, I was elected the national chair of the detectives' forum (PFNDF).

### Had you always set your sights on being national chair?

No. I remember speaking to (previous national chair) Paul McKeever, who I thought the world of, when he was going to retire. He said that being the PFEW chair was a very lonely place, and to think long and hard about standing. But he also said: "I know you can do it." I knew I'd like to make a difference, I wanted to make it a better organisation for policing and for the people who we were representing, and could see areas that I thought needed change, so I stood and, ultimately, I won by one vote.

### How did it feel be following on from Paul?

Paul was a lovely fellow, and gave me some reassurance, although he was very honest, saying how difficult being national chair was. I took over just before Christmas, when Paul decided to go on gardening leave. He said: "I'm always at the end of the phone if you need me, you'll be fine. Don't worry about it." And within a few weeks, the poor man had a massive aneurysm and passed away. Such a terrible, terrible time. But I just felt that I wanted to try to make a difference.

### You were at the helm when the Federation launched the independent review under Sir **David Normington?**

I instigated the Normington review. I had a lot of grief, and some abuse, for invoking the independent review, from a minority. There are so many good people who do work for the Federation, brilliant people, who are doing it for the very right reasons, but there is also an element who do it for very different reasons.

### What did you make of the review panel's report?

So ultimately, when the independent reviewers reported, there were 33 recommendations. It went to conference in Bournemouth and if you would have said to me 'Steve, what does success look like for vou?" I would have said that if I could get 20 of the recommendations passed I would be a happy man. However, all 33 recommendations were voted for! So the 33 recommendations all went through, but it took years for them to be implemented.

### Post-Federation, you became a member of police staff. How have you enjoyed the roles you have undertaken while a 'civilian'?

Yes! Initially, I returned as an investigator in respect of the Pitchford inquiry, looking at all undercover operations, a national investigation instigated by (former Prime Minister) Theresa May. When that came to a close, I became the project manager for Wylfa Newydd, looking at what the implications would be for North Wales and North Wales Police. That was fascinating.

When that came to an end I went into training. I felt I wanted to give a bit back and I loved doing that with probationers role playing and teaching them, helping young cops in the organisation. However it was temporary, and I was still looking for a full-time role. So, when the investigator's position came up at Bangor CID. I applied, I got the job and I loved it. But now I've done 40 years and I think you need to go while you still can and you've got your health. Forty years is a long time, I've done my bit now and I've loved it all.

### And, what advice would you give to a new recruit just embarking on a career as a police officer?

It's a tough job, but it is a job like no other. Try to enjoy the role, we're there to support the public, we're there to protect people, and that's a privilege. And really, it goes within a blink. My 40 years, I can remember my very first day, I can remember joining going to headquarters. It's just like yesterday in my head. It's flown by.

You will get some who say the job's not what it was - they said it when I was a young probationer and it still happens now. But the job is the job and it's the best job going. And if I had my chance in time again, I would do exactly the same, I wouldn't hesitate, you're never going to be rich being a cop, but it's not about that. It's about doing the right thing for the right reasons.



I so wanted to be a policeman. I don't know what really drove me to it. I just felt I wanted to do that role. And I'm so glad I did, because, you know, I've loved being in the job.

### MISTAKES TO AVOID WHEN DIVORCING WHEN YOU ARE OVER 40

f you're over 40 and considering divorce, you are not alone.

The average age for males divorcing in the UK is 47.7 years and 45.3 for women. With this age-related spike in mind, Lund Bennett – our Police Dederation experts in family law – are on hand to support you.

The firm provides unrivalled knowledge coupled with a compassionate and highly empathetic approach. Here, their team offer advice on the most common post-40 divorce pitfalls.

### Not getting a financial order

A financial order is a court order that sets out a couple's finances and legally binds how they will be divided when they get divorced. Divorce finances are dealt with separately to the divorce itself, so not having one means your ex-spouse is free to make a financial claim years later. In the

infamous case of Wyatt v Vince (2015), an ex-spouse successfully made a financial claim for a property to be purchased for her 23 years after the divorce.

### Remarrying before getting your finances in order

Remarry without a financial order and you may lose your right to apply for one. This is often referred to as the 'remarriage trap'. This could leave you unable to make a claim on assets, such as spousal maintenance, property adjustment orders or cash lump sums. Making a financial settlement and waiting for assets to be transferred before saying 'I do' again is imperative.

### Not updating your will

Starting the divorce process does not automatically revoke a will. If you want to prevent your soon-to-be-ex-spouse from receiving the monies and privileges granted

to them in your will, you need to update it! You can do this at any time, but if you die before you're granted a divorce your spouse can make a claim against your estate.

### Settling too early

Don't forfeit financial security for wanting to leave the marriage as soon as possible. Getting the settlement right is crucial. Make copies of your important financial documents; it will make you aware of what you own and even what you owe.

### Not being careful with joint accounts

If you're still using a joint bank account or credit card, make sure that all expenditure is documented.

Use joint funds extravagantly for your own personal use and you may find that you lose credibility in court and the divorce process is prolonged.

### Getting personal in social posts or texts

In divorce cases, solicitors often delve into social media to find evidence. Yes, it's tempting to vent in the social sphere or express anger via text, but imagine those words being read out by a judge in court before hitting share or send. If you are the recipient of such posts/communications, do not respond.

To ensure you avoid common divorce mistakes and that all bases are comprehensively covered (and legally binding), reach out to Lund Bennett Family Law. Lund Bennett offer 20 per cent off the hourly rates for police and police personnel in addition to a free first appointment at a time and venue convenient for you.

### **Lund Bennett services:**

The team at Lund Bennett are equipped to advice on all family law matters taking into account every aspect of police culture, pay, pensions and shift pattern essential to ensure the best results for you.

They provide specialist advice and representation on:

- Divorce and separation
- Police pensions and financial disputes on divorce
- Cohabitation and unmarried property disputes
- Child arrangements and parenting plans.

### How to book your free appointment

Lund Bennett will be offering twice monthly surgeries at North Wales Police Federation. The solicitor is bi-lingual in English and Welsh. For an appointment, please contact the Federation office. There is a calendar service you will be able to access to select your chosen date and time. Alternatively, you can contact them direct at Lund Bennett online, via telephone on 0161 924 0079 or by email at info@lundbennett.co.uk



### FALLING APART? IS IT TIME TO MOVE ON?

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# HELP ON HAND IF YOU NEED SUPPORT IN A MENTAL HEALTH CRISIS

olice officers and staff facing a mental health crisis can now access support 24/7 through an independent and confidential support line.

The crisis line has been launched by Oscar Kilo, the National Police Wellbeing Service, after a successful 12-month regional trial.

It is solely for police personnel and is aimed at people experiencing a mental health crisis or having suicidal thoughts.

Lewis Davies, secretary of North Wales Police Federation, said: "As a Federation, we very much welcome this initiative. It could prove critical support for police officers and police staff when they need help and advice.

'Policing can be a challenging role and repeated exposure to traumatic incidents can take their toll. But we also need to remember that police officers and staff, just like everyone else, can face difficulties in their personal lives too and these can also build up over time.

'In the past there has been a stigma around talking about mental health. Thankfully, barriers are slowly being broken down and people are accepting that it's OK not to be OK. This crisis line will further encourage people to seek help when they need it, I hope."

Policing minister Dame Diana Johnson said: "Our police workforce faces extraordinary pressures every day, often putting the wellbeing of others before their own.

'This dedicated mental health crisis support line is a crucial step in ensuring that those who protect us have access to the care and support they need - when they need it most.

"I am proud to stand behind our police, and prouder still that we are building a culture where seeking help is seen as a strength, not a stigma."

The crisis line will give police officers and staff access to counsellors trained in suicide prevention and with an understanding of policing. They will be able to provide immediate help in a crisis, keep the callers safe and stable as well as signpost them to more support based on their individual needs, including counselling, therapy or other services.

Call handlers will share their name and then ask for information about the caller's situation. This is purely as an assessment, and information will be treated



confidentially and will not be shared with the Force, occupational health or line management. A follow-up call will be scheduled If there is cause for concern regarding any caller.

Oscar Kilo will provide the service, which was launched in July, in partnership with TASC, the Ambulance Staff Charity, drawing on its experience of delivering a similar service for ambulance and fire service personnel.

An initial 12-month trial in the North-East region demonstrated the need for the mental health crisis line which is being launched to run alongside the specialist bereavement counselling service designed to help those affected by the suicide of a colleague.

Oscar Kilo aims to ensure that everyone working in policing has access to first-class wellbeing resources. It has developed a

suicide prevention consensus statement and national suicide action plan, progressed the Police Covenant, supported the appointment of a chief medical officer and advanced a national health and wellbeing strategy for policing.

As part of its Copped Enough campaign, the Police Federation of England and Wales points out that mental health crises in policing are soaring, with the profession now having the highest mental health-related sickness rates.

The Federation is campaigning for fair pay, support for frontline risks, with an allowance recognising the dangers officers face, a plan focussing on officer retention and better protection and mental health support, so officers are not forced to suffer in silence.

You can contact the mental health. crisis line on 0300 131 2789.



In the past there has been a stigma around talking about mental health. Thankfully, barriers are slowly being broken down and people are accepting that it's OK not to be OK. This crisis line will further encourage people to seek help when they need it, I hope.



orth Wales Police had an exciting Force engagement stand at the National Eisteddfod, held in Wrexham at the start of August.

Everyone attending this year's event, which ran from 2 to 9 August, was invited to visit the stand on the Maes to speak to representatives about the issues which matter to them – and a huge number of people did just that!

Throughout the week members of the police family were available to discuss matters ranging from career opportunities with North Wales Police to staying safe and protecting youngsters online.

Visitors could also find out more about current initiatives and campaigns – including meeting some of the Force's specialist teams such as the Roads Crime Unit, Crime Scene Investigation, Dog Section, CID, Drone Unit and the Economic Crime Unit. There was an opportunity to meet the Force's Rural Crime Team, take part in a quiz with the Welsh Language Department and meet some of the officers who featured in the popular S4C series Y Llinell Las.

PD Celt – the new Force mascot – was in attendance and visitors could also try on the police uniform and have a fingerprint keyring to take home.

Representatives from the Special Constabulary and Citizens in Policing Team were on hand to speak to anyone interested in volunteering with North Wales Police.

"The National Eisteddfod is the largest annual festival in Wales and one of Europe's oldest cultural festivals which attracts thousands of competitors and visitors every year, so it's a fantastic platform for us to engage with visitors," said Chief Constable Amanda Blakeman.

"I attended this year's event over a few days and very much enjoyed soaking up the atmosphere. One of the highlights was seeing our own Côr Heddlu Gogledd Cymru



perform on the Sunday afternoon. They were incredible and I am immensely proud plus know how much this would have meant to Annette Bryn Pari who sadly passed away earlier this year.

"Our recruiting team were on hand to speak to anybody who may be interested in joining North Wales Police as an officer, staff member or volunteer, and we had officers from specialist departments to answer any questions about their role.

"Close engagement with our communities is key to making people feel reassured and that we are listening to their needs."

North Wales Police Federation chair Trystan Bevan found himself wearing many hats during his visit.

"In true Steddfod style, approximately one mile from the site there was queuing traffic. I thought to myself 'this can't be Steddfod related there will be plans in place and alternative routes etc'. I soon realised I

was wrong and I was in the queue for the Steddfod.

"I went from attending the Steddfod in my Fed chair capacity to assisting as a chief inspector to resolve the congestion in and around the Maes. After making some adjustments and opening additional parking facilities, educating some of the car park attendants, things were moving much guicker and the public were able to enter the Maes to enjoy all the Steddfod had to

"So, back to the original plan and on to the NWP stand in my Fed capacity, engaging with officers and staff but also key partners on the Maes itself.

"Celt, the police dog (albeit Arwyn Tudur dressed up as a police dog!) was a big hit with children and was really effective in breaking down barriers between public and

'What was very pleasing to see was the number of ex-police officers present. It could have been mistaken for a NARPO meeting in all honesty. One particular visitor, Raymond Williams (ex RCU), who was there with a coach load of visitors, treated me to some lunch in the Pentre Bwyd.

'There is something about the Steddfod, no, I am not a 'Steddfodwr' by any stretch of the imagination, but seeing the Welsh culture, heritage and language on display for people to enjoy and celebrate is guite impactive and in many ways makes me proud to be a Welsh man.

"Having worked on the NWP stand it was time to then change back in the car and watch my daughter Greta competing in the dance competition as part of a group. Entering the Pafiliwn made me realise how important this event is for Wales and the Welsh language. Gret and her friends went on to be placed third overall and. considering they were all under 10-years-old and competing against adults, this was quite an achievement!



The National Eisteddfod is the largest annual festival in Wales and one of Europe's oldest cultural festivals which attracts thousands of competitors and visitors every year, so it's a fantastic platform for us to engage with visitors.

"My day at the Steddfod was very different to that of many who attended the Wrexham Steddfod 2025. During the day I wore many hats, chief inspector managing road safety, chair of North Wales Police Federation and proud father to a little girl competing in her first of many Eisteddfods, I am sure.'

Officers also took part in discussions in other areas of the Maes, including the science and technology stand on Friday 8 August where Detective Inspector Iolo Edwards from the Economic Crime Unit explained how police respond to fraud in the digital age and Detective Constable Dewi Owen from the Cyber Crime Team advised on how to stay safe online. Detective Inspector Cefyn Roberts of PVPU (Protecting Vulnerable People Unit) took part in a discussion on VAWG (Violence Against Women and Girls) on the National Federation of Women's Institutes (Wales) stand.

The Force stand was open from 9am until 5.30pm each day. To ensure children didn't get lost, free wristbands for parents and carers to write their telephone numbers were also distributed from the stand during the week.







We have been proudly partnered with North Wales Police for more than 15 years, during which we've successfully supported numerous members.

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### MEET THE NEW NORTH **WALES POLICE MASCOT!**

he Force has launched the newest (and fluffiest) member of North Wales Police - meet PD Celt.

CI Caroline Mullen-Hurst and Jen Jones worked with the Chief Constable to design the mascot, opting for a dog character to reflect our North Wales Police dog unit, and to be friendly and approachable for engagement.

Celt was handmade by Frenzy Creative studio, based in Stockport, which ensures all products are ethically made. You'll notice that, like other NWP officers, PD Celt has the King's crest on his hat, along with Heddlu signage and dragon patches on the arms.

Following his launch in July, PD Celt's first assignment was a school visit, along with a team from the dog section. Everyone agreed that his name is pawfect!

PD Celt will be out and about with the Heddlu Bach and has already attended engagement events including the Eisteddfod...

And don't forget, you can contact Jen Jones if you would like to book him.





### A distressing reality

A study by Cambridge University found that close to one in five police officers and staff in the UK, have symptoms consistent with post-traumatic stress disorder yet over two-thirds of those suffering, are unaware.

Post Traumatic Stress Disorder (PTSD) is now recognised as a serious mental health condition that can leave sufferers depressed and anxious. Symptoms vary but can include:

 Intense distress at real or symbolic reminders of the trauma

- Emotional distance from loved ones
- Nightmares
- · Vivid flashbacks
- · Aggressive outbursts
- Difficulty concentrating
- Insomnia
- Hypervigilance
- Physical sensations such as pain, sweating, nausea or trembling

Police officers have a demanding job, often exposed to a lot of stressful situations and have a high risk of injury during their working life.

In 2014, Detective John Cahill, was involved in reviewing, investigating and categorising child abuse images. The evidence included pictures and videos John had to review several times. He was given no training in preparation and no risk assessments or psychological screenings took place. Symptoms of PTSD started appearing in 2016, while John attended a family gathering and experienced extreme distress. His symptoms didn't go away and continued to impact his day-to-day life. John still cannot be around

children without being triggered. In 2018, John was asked to review a further I2 files of a similar nature. Through the police federation, he contacted us.

Head of Serious Injury - North, Matthew Tomlinson, represented John, supporting him throughout the process. In October 2022, his case went to trial, and he was awarded compensation.

"Slater and Gordon have helped me so much. It's like they've put a protective shield around me."

Our expert solicitors offer several legal services and our history working with the Police Federation gives us unrivalled experience and understanding of the issues that affect police officers.

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### Has a sudden injury impacted your life? **Let us help.**

If you have been injured due to someone else's negligence, we can help you. Our experts can help with a range of areas including:

- Road traffic accidents
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- Accidents and injuries abroad
- Injuries in a public place
- Industrial disease

Our personal injury lawyers are specialists within this area and use their expertise and understanding to help you get on the road to recovery.

### Meet our experts:



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### PERSONAL INJURY CLAIMS

By Jonathan Belcham of Ralli

Did you know that pursuing your claim through the Police **Federation could** save you up to 30 per cent of any compensation that you are entitled to?

If you suffer an injury on or off duty the Police Federation will enable you to pursue a claim through its national panel of solicitors at no cost to you.

The scheme also extends to claims for family and dependants. Claims can range from on and off duty RTAs, accidents in the workplace, injuries resulting from occupiers and public liability, holiday accidents (home

and abroad) and injuries arising from clinical negligence.

All claims are funded on the basis that there must be reasonable prospects of success and the legal expenditure must be proportionate to the likely compensation payable at conclusion of the claim.

In many instances it is necessary to submit a claim to the alleged negligent third party before a full assessment of prospects can be made. That might include consideration of detailed document disclosure. The claims process requires that if a defendant denies liability, they must serve any documents that they intend to rely upon in connection with that denial. Forearmed is forewarned.

The national panel of Police Federation of England and Wales (PFEW) lawyers have intrinsic knowledge of how the Force operates and experience of pursuing claims

against it.

That knowledge extends to police pay, overtime and allowances, promotion and Police Regulations that might apply in the event of continuing disability.

The lawyers have close relationships with the local Federation branches and reps as well as the national committee. This can be invaluable in terms of ensuring that your claim is fully explored and the compensation received adequately reflects the extent to which the injury has affected you.

As well as compensation for the injury, you are also entitled to claim for any losses and expenses incurred including missed shift allowances and over-time, and so on.

It is essential that you ensure that you keep a record of losses and expenses and obtain and keep receipts and documentary evidence where possible. Record any travelling expenses, i.e., date of appointment/trip, the return mileage (if driven) or receipts for bus or taxi travel.

Such claims can be refused where documentary evidence is not provided and where receipts might reasonably have been obtained.



If you decide to use a high street solicitor, the likelihood is that they will act on a conditional fee basis (no win, no fee) and then seek to deduct up to 30 per cent of the compensation received at the conclusion of the claim. The chances are that they will not have as much knowledge of policing as a panel lawyer which could prove equally costly.

Your Federation has always supported injured members and their families who suffer any type of accident and are injured. Claims must be submitted through your rep/ branch. For road traffic accidents only call the Police Federation RTA Legal Assistance Service - freephone 0808 1965 315. The service includes family members and off duty road traffic accidents.

Ionathan Belcham of Ralli 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.



With over 30 years of experience dealing with claims for police officers, we at Ralli Solicitors have the knowledge and determination to assist you with all your personal injury needs.

### We can help you with:

Road Traffic Accidents Accidents On & Off Duty **Employers Liability** Training Accidents Sports Injuries Clinical Negligence

0161 207 2020

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We understand that behind every uniform, lies a person



### Police Mutual's free prize draw ends 30 September 2025.

Terms and conditions apply visit: policemutual.co.uk/q3winterms You must be a UK resident, eligible for Police Mutual products and over the age of 18. No purchase necessary. One entry per person. The prize draw will take place on 1 October 2025. Prizes will be delivered within 48 days of the draw.

Simply complete the online form, keep your fingers crossed and you could be 1 of 6 lucky winners.

Visit: policemutual.co.uk/q3win or scan the QR code.





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### **CHIEF SUPPORTS LATEST PSA TESTING EVENT**

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

We were joined by Maria Hughes, and serving and retired male officers and staff over 40 had their bloods taken in Dolgellau and Caernarfon.

We had a very welcome visit from Chief Constable Amanda Blakeman and Staff Officer Inspector Mark Jones, and the newly appointed Head of Medical Services, Wendy Freeman, also joined us in Dolgellau to see how the clinics operate. The North Wales Police PSA initiative continues to receive the support of our Chief Officer team, which is invaluable in highlighting the importance of this simple and quick test for the health and wellbeing of our male colleagues.

The North Wales Police PSA initiative continues to receive the support of our chief officer team, which is invaluable in highlighting the importance of this simple and quick test for the health and wellbeing of our male colleagues.

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



Chief Constable Amanda Blakeman (centre) at the PSA screening event with (left to right) Jayne Humphreys, Maria Hughes, Martin Rice, Martin Barber, Inspector Mark Jones and Wendy Freeman.

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 1,900 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. If you've got a prostate, are over 40, and haven't been before, why not come along to the next event on Ynys Môn? You'll receive a very warm welcome.

Details of the event will be circulated in Force and on social media nearer the time.

Lots of refreshments were handed out at the most recent event, which was held on 14 August, and thanks to Martin Barber at Police Insure, who came along to support the day.

A very long day, but definitely worth it!

## Savings accounts made exclusively for the Police

Join over 47,000 members of the Police family by opening a Member Account and saving as little as £5 per month.









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# You protect the public... but how can you protect your future?

Spillane & Co. Wealth Management Ltd offer a bespoke financial service to serving and retired members of the Police Force. We appreciate that you may not have the time to address some of your financial affairs, which may include:

- Planning for your retirement
- Financial security
- Protecting your income, assets and your family
- Investment planning
- Estate planning
- Funding for future education needs

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"

**Anonymous** 

"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."

**Anonymous** 

"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











### Spillane & Co. Wealth Management Ltd

01492 531729 www.spillaneandcompany.co.uk The Old Bank, 44 Conway Road, Colwyn Bay, Conwy, Ll29 7HT Senior Partner Practice



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