

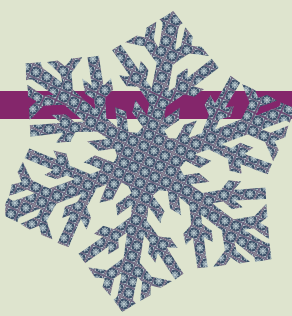


CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
WINTER 2023

**SEASON'S GREETINGS
FROM DYFED POWYS
POLICE FEDERATION**



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SECRETARY'S FOREWORD



By **Roger Webb**, secretary of Dyfed Powys Police Federation

Welcome to the final edition of the Dyfed Powys Police Federation members' magazine for 2023. With Christmas fast approaching, I hope that you manage to enjoy some well-earned and much-deserved time with loved ones.

As I look back on 2023, I can't deny it's been a rollercoaster of a year for our members.

In summer, officers received a pay rise, however, at just seven per cent, I'm not convinced it was hugely celebrated. As your Federation, we will continue the fight for better pay, an increase that truly reflects the dedication, commitment and hard work demonstrated by officers daily.

In June, we lost one of our own, Inspector Gareth Earp. Gareth's tragic death was felt by all those who had the pleasure of not only working alongside him but calling him a friend. I'm pleased we were able to honour Gareth at this year's Care of Police Survivors (COPS) service and National Police Memorial Day - and we will continue to remember him at those events each year. Our thoughts are with Gareth's wife Tamsin and their three boys at what I'm sure will be a particularly difficult Christmas.

In 2024 we will be working hard to engage with our members while providing you with support and guidance whenever you need it. We strive to showcase the ongoing commitment, dedication and bravery demonstrated by our officers by telling their stories on our website and social media. Please note we have a brand new website, which you can find at www.polfed.org/dyfedpowys. The former website will not be accessible from 28 December.

As police officers, we tend to put on an 'armour', not only to protect ourselves but our loved ones too. Can I take this opportunity to urge everyone to check in with one another and to reach out if you need that support. Please let your workplace reps know if you are struggling or are concerned about a colleague. The Federation's door is always open and we will help you access the right support tailored to your needs.

For now, enjoy the festivities and keep safe.

'MENTAL HEALTH SUPPORT IS VITAL'

Dyfed Powys Police Federation's wellbeing lead has called for action now to support members' mental health with 40 per cent of current police officer sickness in the Force due to non-physical injury.

Dai Gaskins says that the majority of those are officers experiencing a mental health issue, such as stress, anxiety, depression or trauma.

He said: "A priority for me at the moment is the absences of police officers due to mental health issues.

"Forty per cent of police officer sickness currently is attributable to non-physical illness or injury, including mental ill-health.

"I've had to make an unusually high number of referrals for police officers to support networks.

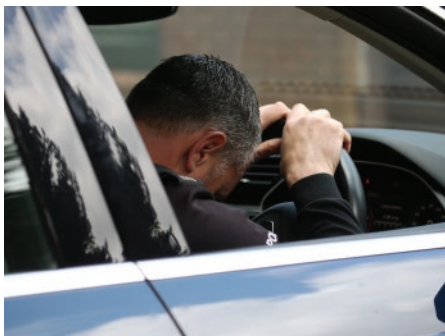
"It's tough trying to support people who are unwell. You're on the phone and people can't speak to you, they can't face coming back to work.

"It's a real issue and something needs to be done."

Dai said there was a large number of factors that were feeding into officers' emotional and psychological distress, ranging from personal finances to misconduct and from burnout to trauma.

"High workloads and low officer numbers is leading to burnout," he said. "Despite Operation Uplift, there still isn't enough police officers. Many are young in service and we've lost a lot of knowledgeable officers who can provide much-needed support through their experience.

"We're supporting several officers, fairly young in service, who attended the same



traumatic incident and they all appear to be suffering from trauma.

"Complaints against officers are becoming more prevalent, which in itself is stressful, and the time it takes to conclude these causes real concern to the officers, and to us as a Federation.

"There's a lot more scrutiny, we've got trial by social media, there's a lack of respect from the public. It all feeds into it.

"People have often fulfilled a lifetime ambition to be police officers, but when they join they find the pay isn't what it should be.

"The cost of living has gone up, interest rates have risen, but wages in real terms have dropped over the past 14 years and, although we've had a pay rise, it doesn't come anywhere close to where police officers need to be or deserve to be.

"We're finding officers leaving because of the pay and conditions, stress and cultural issues in the service."

The Police Federation of England and Wales's (PFEW) pay and morale survey last year revealed that 35 per cent of respondents from Dyfed Powys Police found their job was very or extremely

stressful, which was below the national average of 42 per cent.

A total of 72 per cent of respondents from Dyfed Powys Police had experienced feelings of stress, low mood, anxiety or other difficulties with their wellbeing in the previous 12 months. This compared to 82 per cent nationally.

Dai said members often faced difficulties getting timely support when they needed it.

"Primary and secondary care to support officers with mental health issues is poor," he said. "It's very difficult to get a diagnosis and the right treatment and support.

"Occupational health is at capacity and not always able to provide early intervention that's required when officers are exposed to traumatic incidents."

Dai said action was needed now.

"The key is early intervention, but some officers aren't getting their first engagement with occupational health for months after they go off work," he said.

"I'm busier than ever, supporting people and putting people in touch with Police Care. I do worry that without the support of some of these charitable organisations, what will happen to some of our colleagues.

"We shouldn't be relying on charities to provide essential support for police officers.

"We need to look at a change of culture around wellbeing and how we can support all police officers. That means having the right infrastructure in place.

"While we welcome the Police Covenant that's taking time to come to fruition and we can't afford to wait for things to happen around us.

"We need to take positive action now."

NEW WEBSITE LAUNCHED

A new website has now been launched for members of Dyfed Powys Police Federation.

You can find it at www.polfed.org/dyfedpowys

The former site and Apps will not be accessible after 28 December 2023.

"I have taken on the Force intranet site and the new website, which is a microsite of the national Federation site, and I am making sure they are both up to date, accurate and relevant," says Ceris Davies, deputy secretary of Dyfed Powys Police Federation.

"The decision to migrate to the microsite was made on the basis of getting the best value for money for members while also creating a more professional look and feel, and mirroring the corporate style used by the Federation nationally and at a branch level."

The new site is gradually being developed and members are urged to save the new address in their favourites for ease of access.

MEMBERS TO BE BALLOTTED ON INDUSTRIAL RIGHTS

The Police Federation of England and Wales (PFEW) will ballot its membership to see if they want it to seek industrial rights.

This decision follows more than a decade of requesting the Government to address police officers' poor working terms and conditions.

The Federation is working with a leading senior counsel (KC) on its approach to pursuing industrial rights for the membership.

Members of the Federation's National Council, which draws representatives from all parts of England and Wales, and National Board are united in their approach to ballot the membership on industrial rights as soon as practicable.



Branch secretary Roger and his wife Toni.

MY CANCER STORY: BRANCH SECRETARY ENCOURAGES MEMBERS TO 'LISTEN TO THEIR BODY'

“I didn’t want to know the percentages or the odds - all I wanted to know was what the next hurdle would be.”

In a candid interview, Dyfed Powys Police Federation secretary Roger Webb has spoken about being diagnosed with Stage 4 bowel cancer this year as he shares his story by way of encouraging members to ‘listen to their body’ and ‘seek advice’ if they feel anything abnormal.

The 56-year-old father to two teenage girls was given the news that he had bowel cancer in March. He has since undergone a seven-hour-long operation

and four rounds of chemotherapy.

He was told in May that the cancer had spread to his liver. However, following intensive chemotherapy Roger was given the news that he is now ‘cancer-free’ at the beginning of August.

Understandably in shock and disbelief, Roger admits he is still ‘coming to terms’ and ‘making sense’ of the news, having experienced a rollercoaster of emotions over the past five months.

“I didn’t have any symptoms at first and I’d even passed a bowel cancer screening in January 2023 - now I know I was one of the very few that receive an inaccurate test,” said Roger, who has been in the Fed secretary role since 2018 having been a workplace representative since 2011.

“Looking back though, there were definite signs that something wasn’t quite right. For example, I would regularly feel bloated - which was quite out of character for me. I was periodically taking indigestion tablets.”

At the end of February, Roger started to

suffer from severe stomach pains and within days he was vomiting, causing him to go to A & E where he collapsed and was admitted to hospital.

"I immediately underwent a whole host of scans, x-rays and examinations," recalled Roger.

"I was then told on Friday 2 March that my colon was virtually blocked. Furthermore, I required an emergency operation, which took place the following day and lasted seven-and-a-half hours."

The operation involved removing 15cm of Roger's colon, and spleen, which was in the way. He also had a temporary stoma bag fitted, which is set to be removed and the colostomy reversed in spring next year.

"I had 32 staples running up my tummy," said Roger, who was then told by the surgeon that he had advanced cancer.



Roger's post-operative scar.

He added: "All I remember was being in severe pain. I think, mentally, I've blocked out a lot of the detail and emotions."

After 14 days, Roger was discharged from hospital and - despite advice from the surgeon and physiotherapists - was back walking two to three kilometres within weeks of the operation.

"I refused a wheelchair and instead, insisted on walking," he said.

"Getting home was the best medicine but it was definitely hard dealing with the physical and mental impact of both the operation and diagnosis. Especially the stoma bag - coming to terms with that was difficult."

It took time for Roger to 'normalise his



Roger, Toni and their two daughters.

eating' again, as he began to learn what his new body could best cope with.

On 5 May, Roger started his first round of chemotherapy, each cycle being three weeks long.

Remarkably, despite the chemotherapy, Roger continued to exercise up to three times a week - his way of 'keeping positive'.

"I needed to keep moving for the sake of my mind," he continued, "I also worked when I could too. For me, I needed that focus. I needed that normality. For some reason, one of the things I focussed on was the school run. The school run became very important to me - I think it was the routine I liked. I just wanted to be 'Rog' again."

"Of course I had dark days but I'm a very positive person - and they were rare. My wife, Toni, was of course outstanding throughout the whole thing. She only told me to 'buck up' twice and, I admit, I deserved it both times."

Following his first chemotherapy cycle, Roger was told the cancer had spread to his liver but this could not be operated on until after he had completed all four rounds of treatment. Worse still, on returning home from the consultation he tested positive for Covid-19 which really hit his body hard.

"Once we had covered all four rounds of chemotherapy, I went to see my consultant to discuss the next steps. It was then that he told me my scan results had come back all clear," Roger said.

"I had a real out-of-body experience. I'm still in shock today. I think I'd set myself up for the operation - mentally."

Roger was told he was 'cancer-free' on 3 August - and celebrated by taking Toni and

their daughters to their favourite cafe for pancakes and a full Welsh breakfast.

On 4 August, five months to the day since that first operation, Roger returned to work.

He continued: "I am certain that having a positive mindset - as well as the chemotherapy - got me through this. And that's just me. I know everyone handles life differently, but my way was to remain positive."

Roger still needs to have regular check-ups over the next two years but for now he is focusing on getting his head around the past year as he looks forward to spending some much-needed time with his family.

"Both the Force and Federation have been amazing, from my colleagues at the Fed to the chief. After a few days, my team visited me in the hospital and looked after Toni, as well as ensured the girls were OK," Roger said.

"Police Mutual also provided a voucher for us to have a respite break which we took on our anniversary in November."

Now, Roger is urging members to 'listen to their bodies' and 'go to the doctor if something does not feel right'.

"The reality is, I've had Stage 4 cancer. And, although I don't regret anything, I've learnt from my experience and I want to pass that on to others. Had I gone to see my doctor a year before and raised my concerns about a few uncharacteristic signs, I feel, it would have only been Stage 2," said Roger.

"Prior to my illness, I was extremely conscious of what I ate and trained regularly, to me this proves it can happen to anyone. The message I have taken from this is the the fitter you are the better place you are in to deal with unexpected health issues such as this.

"And to be honest, there was a point that I was thinking, will I even be putting up the Christmas decorations with my family this year?' After all, you never know what's around the corner."

I am certain that having a positive mindset - as well as the chemotherapy - got me through this. And that's just me. I know everyone handles life differently, but my way was to remain positive.

AN 'HONOUR AND PRIVILEGE'



Representatives from Dyfed Powys Police Federation joined colleagues from across the UK in remembering officers who have died in the line of duty on National Police Memorial Day.

The families, friends and colleagues of fallen officers gathered with police chiefs, politicians and religious leaders for an emotional service at the New Theatre in Cardiff on Sunday 24 September.

This year's event took on added poignancy following the death of Dyfed Powys Inspector Gareth Earp in June.

Dyfed Powys Police Federation chair Gareth Jones was among those who attended the memorial day.

He said: "The National Police Memorial Day is always a significant day for policing. This year's service was even more important for us, as we paid our respects to Gareth, showing love and support for his family.

"It was a special day to be able to welcome the UK policing family to Wales in honour of our fallen colleagues who will never be forgotten."

The service was also attended by Deputy Chief Constable Steve Cockwell, who took part in the Act of Dedication during the service.

The Reverend Liam Bradley, the Force's lead chaplain, gave the main address.

He said: "It was a great honour and a real privilege to be asked. We lost one of our own officers earlier in the year, Inspector Gareth Earp, which made it all the more poignant.

"It's great as a police family we can come together to honour those who have fallen in the course of their duties and to pay them due respect, and also to support families, friends and those who are grieving to show they are not forgotten and their lives were important because they made a difference.

"It's not something that's widely known outside of the policing community, which kind of makes it all the more special.

"It's a place where we can reflect among ourselves and give each other that support inside the police family."

Father Liam said he wanted his address to honour those who have died, to challenge people to try harder, and to give senior politicians a clearer understanding of the challenges in policing.

"It took me a few hours to sit down and collect my thoughts, to pray about it, to look at the order of service and what other people might have been saying so I could get the right tone and share what I wanted to say," he said.

"I tried to bring those themes in, how we all strive for perfection in what we do, and sometimes that calls for us to make the ultimate sacrifice and that might happen to any of us at any time in the future.

"It's important guests, such as the Government and First Minister, are invited to share in that so they can understand where policing is coming from, from the heart of policing where it matters the most and that's from the people involved in it.

"This is a way that I, in my ministry, can reflect something of policing to those people in power so they better understand what it's like on the frontline and what it's like in policing."

In his day-to-day role, Father Liam, a Catholic priest of the Diocese of Menevia, combines his role at Dyfed Powys Police working for the Hywel Dda Health Board as a hospital chaplain.

"I offer pastoral and spiritual support to officers and staff," he said. "I am a connection between faith communities and policing across West Wales.

"I also advise the Force in terms of its ethical structures, and in planning and contingency for major incidents.

"My day-to-day work is supporting a team of 10 other chaplains who work across the Force area offering day-to-day support, care, pastoral and spiritual guidance to police officers and staff from all faith backgrounds and none.

"When I meet with new officers when they first start, I ask them what motivates them to get out of bed in the morning.

"Animate is from the Latin word to be spirit-filled, so I ask what animates them? What spirit is within you? What motivates you to go out and commit yourself to upholding justice, supporting the vulnerable and detaining the aggressor.

"I think that spirit of policing is in everyone and I try to chime in with that and allow it to grow and flourish."

GARETH REMEMBERED AT ANNUAL COPS SERVICE

Dyfed Powys Inspector Gareth Earp was honoured at this year's Care of Police Survivors (COPS) Service of Remembrance at the National Memorial Arboretum in Staffordshire.



Gareth, who died this year on 29 June in a car accident on his way home from work, was included in the roll of honour for officers to have lost their lives since the COPS service last year.

His widow, Tamsin, and two of their three sons were at the service in July and were accompanied by Dyfed Powys Police Federation chair Gareth Jones. Deputy Chief Constable Steve Cockwell represented the Force.

"The COPS service is always a poignant event," says Gareth, "But it was even more moving this year with Gareth's sad passing just a matter of weeks before.

"It was an honour to be able to attend the service with Gareth's family and to honour his memory.

"The service, while recognising the sacrifice of so many officers, also serves as a reminder of the critical importance of the peer support offered through COPS."

Ahead of the service, cyclists from the Police Unity Tour (PUT), made up of hundreds of riders from chapters covering forces across England and Wales, made their way into the arboretum to applause from the crowd.

A team of 50 serving and retired officers and staff from across Wales – including 15 from Dyfed Powys, and the DCC – took part in this year's PUT, a 200-mile three-day event that ended at the arboretum.

Dyfed Powys Police Federation member Sarah Evans who helped organise this year's Welsh chapter acknowledged ahead of the ride that it would be particularly poignant coming so soon after losing Gareth.

"The loss of Gareth has left behind a massive gap in the community, Dyfed Powys Police and the wider policing family. This was evident by the tributes offered and testament to his character," continued mother-of-two Sarah.

A moment of silence was held outside Aberystwyth police station where Gareth served as an inspector for several years.

The Dyfed Powys team raised more than £4,200 for COPS. You can still donate to them by visiting their [JustGiving page](https://www.justgiving.com).



Retiring director of music John Morgan.

EX-DYFED POWYS OFFICER PROUD TO REPRESENT THE FORCE AT NATIONAL POLICE MEMORIAL DAY

Former Dyfed Powys Police officer John Morgan says it's been an honour to be the director of music for the National Police Memorial Day for the past 18 years.

John retired from the role after conducting the orchestra for the final time at the New Theatre in Cardiff this year on Sunday 24 September.

He said: "It's been an honour. I've absolutely loved it. I'm very grateful to all the participants from all over the UK over the years who have helped make this event a very moving and appropriate commemoration for the policing family."

A former Dyfed Powys Police Federation member, John served with the Force for 33 years.

During that time he was a founder member and principal trumpet of the Police National Orchestra, which subsequently became the British Police Symphony Orchestra.

His first involvement in the National Police Memorial Day was in Cardiff in 2005.

"We've had a lot of challenges along the way, but because we put the families first it's worked," he said. "The music is there for the families.

"It's there to provide periods of reflection. It's all carefully planned and it's a joy to do. It's been an absolute privilege.

"I'm proud to be part of it and I was proud to represent Dyfed Powys Police as well."

John recalled one of the highlights of his 18 years happened at last year's service in Belfast.

"I had the opportunity to invite Tom Miles to come and play trumpet," explained John. "His father, when I was working in Carmarthen, was my chief inspector, Ian Miles, who passed away from cancer a few years ago.

"Ian was a big supporter of memorial day, so I know if he was looking down he would've been pleased to see Tom there.

"During the petal drop, one of the blue petals landed on my music stand.

"At the end of the service I gave it to

Tom and said that's your dad because that's what it felt like.

"Tom is studying to be a doctor and he's still carrying that petal around in his wallet."

John said the service was always very emotive and this year was particularly poignant following the death of Dyfed Powys Inspector Gareth Earp in June.

He said: "I was on traffic and dealt with several fatalities and one of the hardest things was dealing with the family's grief because you can't put a plaster on it. You have to, somehow, try to help and support them through it."

He added: "This one was particularly difficult for me. There have been a couple of services where I've known people. I worked with Barrie Davies, who died travelling home from work.

"Any officer from Dyfed Powys, whether I worked with them or not, always had a special significance. I feel the same with other forces, it's just that when it's your own Force it's close to home."

FEDERATION ANNUAL CONFERENCE 2023: A ROUND-UP

This year's Police Federation of England and Wales (PFEW) Annual Conference was packed with debate, discussion and plenty of engagement from members from across the country.

The event, which this year took place online from Tuesday 10 October to Wednesday 11 October, was hosted by TalkTV presenter Ian Collins.

Day 1 of the agenda included a hard-hitting discussion shaped around leading in policing, a frank conversation focussed on misogyny and a deep dive into mutual aid deployments.

Chair of the Police Federation of England and Wales (PFEW) Steve Hartshorn and deputy Tiff Lynch kicked off the conference, with the pair reflecting on an 'absolutely manic' past year for policing.

Negative media

"Not a day goes by that we're not in the headlines, for one reason or another," began Tiff, "We need our key stakeholders coming out and speaking in support of us, not always criticising us. We need others to get behind us."

Tiff later added that officers 'want consistency'. She explained: "And what I also think our officers want is a 21st-century service that's working to 21st-century rules."

In his update, PFEW secretary Calum Macleod admitted he would not join the police service if he had his time again.

"I question why people would for the salary they achieve, for the support they do not achieve, why people would place themselves and their families at risk under the current climate," said Calum. "I'm not saying it can't be redressed, but if my 11-year-old came to me and said he wanted to join the police I'd be encouraging him to look in a different avenue."

Poor pay

Calum also addressed issues surrounding pay, specifically referring to cops having to take on a second job due to the current cost of living crisis.

He added: "How can it be right police officers struggle to keep a roof over their heads and put food on the table and then be expected to run into a situation where someone is carrying an axe? Police officers should be appropriately paid.

"Let's start with what they're already down, 20p in the pound less than they had in 2010. That's ridiculous."

Lack of leadership

The Leadership in Policing session was introduced by National Board member and PFEW professional development lead Paul Matthews.

Paul began with a detailed look at the failing of current and historic police leadership, shining a light on the lack of



Federation national chair Steve Hartshorn.

supportive, compassionate, loyal and inspiring leadership that is prevalent in forces today, up and down the county.

Paul, who was joined virtually by Ray Clare, head of leadership and progression at the College of Policing, said: "It is vital for officers to have leaders that use their experience to lead by example and who will listen to, and adapt to new ideas, rather than promote change for its own sake.

"In order for leadership to flourish we must end the continual promotion of those who challenge and delegate down, instead of those that have the confidence and ability to challenge upwards."

PFEW women in policing co-lead and National Board member Sue Honeywill led this year's conversation around misogyny. She was joined by National Board member and parliamentary lead Belinda Goodwin, National Fire Chiefs Council lead for equality, diversity and inclusion Kathryn Billing, alongside ITV Wales News presenter Justina Simpson.

The panel took part in a frank and honest discussion about misogyny and sexism within the police, fire service and armed forces in

recent years.

The conversation was heavily shaped around non-disclosure agreements (NDAs) being used to prevent victims from sharing their stories and experiences.

A session on mutual aid saw operational policing lead and National Board member Steve Taylor and deputy health and safety lead and National Board member Richie Murray.

The panel highlighted areas of concern during mutual aid deployments, including food, accommodation and allowances - suggesting inconsistency to be a serious issue.

Following lunch, PFEW conduct and performance lead Phil Jones led the conversation around the impact these changes made by the Home Office to the police officer dismissal process will have on members.

He was joined by the president of the National Association of Legally Qualified Chairs (NALQC) John Bassett and Greater Manchester Chief Superintendent Michael Allen.



We need our key stakeholders coming out and speaking in support of us, not always criticising us. We need others to get behind us.

Misconduct fears

The panel discussed members 'being disproportionately disadvantaged by the presumption of dismissal' with Phil suggesting that some officers 'choosing to be assaulted, rather than use force', due to fears they could be found for misconduct - and worst, automotive dismissal, should the Home Office introduce these measures.

The penultimate session of the day was titled 'Retirement - transition into the unknown', with the secretary of Norfolk Police Federation Sam Hawkins urging colleagues not to underestimate the transferable skills police officers have and values that are sought in other professions.

Appropriately the session was held on World Mental Health Day (Tuesday 10 October), and heard from a recently retired officer that handing back the warrant card can feel life-changing and daunting. Plus Rachel Roberts, a counsellor with South Wales Police, explored the benefits of seeking help to ensure officers are best prepared.

The last session of the day looked back at disclosure and redaction, with Surrey Chief Constable and National Police Chiefs' Council (NPCC) lead for disclosure Tim De Meyer.

Mr Meyer was joined by the chair of the Police Federation National Detectives' Forum (PFNDF) and secretary of Suffolk Police Federation Ben Hudson who gave an update on the Federation's #SimplifyDG6 campaign, which was launched in August last year.

The campaign calls on the Government to make amendments to the Data Protection Act to simplify the redaction obligation placed on police officers.

"Since addressing you last, we have taken big steps forward," said Ben, as he called on the Government to amend the data protection and digital information bill. The proposed amendment would have no disadvantages and instead, unnecessary redaction would be avoided.

"Adopting this approach enables the Government to demonstrate that they are supportive of policing and freeing up thousands upon thousands of hours nationally, for our members to dedicate their services back to the frontline."

Day 2 saw PFEW's CEO apologise to members for failures to challenge the Government's change in pensions policy.

Mukund Krishna told conference: "I am deeply sorry to those members who have been impacted by the decision. I feel a deep sense of responsibility for putting the situation right."

He continued to announce an independent review to understand what went wrong and what steps would be required to create a Police Federation fit for the future.

A discussion surrounding the wellbeing of officers saw PFEW's joint wellbeing lead, Paul Williams, urging former Home Secretary Suella Braverman to 'invest with meaning' in



Former Home Secretary Suella Braverman.

officers' health and wellbeing as he spelt out the challenges they face.

Shocking suicide figures

During the eye-opening session, Paul told conference that 344 officers had taken their own lives between 2001 and 2020, which equates to more than one every month.

Paul went on to reveal that there have been more than 40,000 assaults on police officers in the past year, with more than 11,000 resulting in physical injury.

“Spending £5 and getting nothing or very little back is a fiver wasted. But if we spend £50 on something that helps protect us, or our families, improves lives and conditions at work, then that is money well spent.”

"Our officers face this on a daily basis throughout their career," he said. "There's still that assumption by many it's part of being a cop and we shouldn't expect anything else. It's wrong. It can't be an acceptable culture."

During the treasurer's report, PFEW's Simon Kempton updated members on the organisation's financial outlook.

"Spending £5 and getting nothing or very little back is a fiver wasted. But if we spend £50 on something that helps protect us, or our families, improves lives and conditions at

work, then that is money well spent," he said, "Our reps are working day and night to improve things for police officers and so much goes unseen."

Engaging with the session, chair of West Midlands Police Federation Rich Cooke questioned whether a big increase might be coming. Mr Kempton said he was keen to get away from 'boom and bust' and favours small increases year on year to keep up with costs.

Day 2 also saw PFEW chair Steve Hartshorn address members and outline his requests to the now former Home Secretary Suella Braverman.

Steve told how he was 'disappointed and frustrated' after Ms Braverman failed to sign off the Federation's Medals for Heroes campaign.

"To us, it seems so simple and I'm very frustrated."

Calls for better pay

Steve referenced this year's seven per cent pay award, calling the move 'a step in the right direction' but noting that officers are 'at least 17 per cent behind where we should be'.

He continued: "Nobody joins the job expecting an easy life. But they do expect to be appreciated, valued and supported. Regrettably, it does not always feel that way."

Rounding up the two-day conference was a question and answer session with the organisation's senior leadership team.

National chair Steve Hartshorn, his deputy Tiff Lynch, national secretary Calum Macleod, treasurer Simon Kempton and chief executive officer Makund Krishna, made up what conference host Ian Collins joking called "the best looking panel you are likely to see anywhere today".

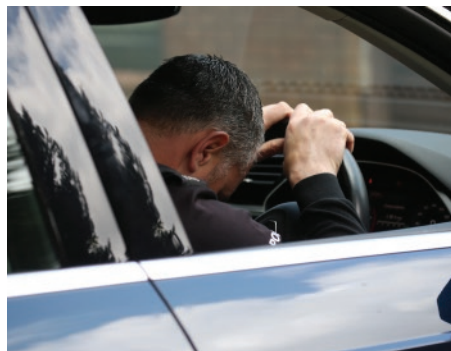
Interaction from members was at an all-time high, with fully loaded questions coming in surrounding firearms, government and pay.



A year in review

January

Dyfed Powys Police Federation praised the work of Elizabeth Medal campaigner Bryn Hughes and congratulated him on the MBE he received in the New Year Honours. Bryn's daughter PC Nicola Hughes was murdered in 2012 alongside fellow Greater Manchester PC Fiona Bone in a gun and grenade ambush. The former prison officer received the honour in recognition of his work supporting young people who have lost family members through violent crime.



The Federation's latest pay and morale survey revealed almost two out of ten officers in the Force were struggling to make ends meet. A total of 45 per cent of respondents said their personal morale was low or very low. Eight per cent said they intended to resign in the next two years. Dyfed Powys Police Federation chair Gareth Jones said: "These results are damning and worrying. It's a disgrace that so many of our loyal and hard-working officers struggle to make ends meet and don't have enough money to cover their basic cost of living."



Overstretched police should not be expected to provide emergency cover for striking ambulance workers, the Federation said. About 1,000 paramedics, medical technicians and call-handling staff staged a walk-out across Wales in January. National Federation chair Steve Hartshorn told Parliament that Police Federation members, who are denied the right to strike, found it 'galling' when told to fill the gaps during public sector strikes.

February

Nearly nine in ten new recruits who signed up as part of the Police Uplift Programme plan to stay in the service until they retire, a survey found. Dyfed Powys Police Federation said the Force would have to work hard to keep hold of the new recruits, but promised to 'be here to offer them support and advice throughout their career'.



Dyfed Powys Police Federation secretary Roger Webb welcomed Government plans to treat violence against women and girls as a national threat. The Strategic Policing Requirement launched by the Home Secretary placed the issue on par with counterterrorism and organised crime. According to the Crime Survey for England and Wales (CSEW), an estimated 6.9 per cent of women aged 16 and over experienced domestic abuse in the year ending March 2022; an estimated 1.7 million women.

March

International Women's Day

On International Women's Day, the Federation heard from Dyfed Powys Custody Sergeant Cath Cook. "Working in the child protection team was my definitely proudest time in the Force. Managing to get an offender into court or make sure a child abuser was sentenced, will always be at the height of my career," said the 51-year-old, who joined in 1997. Attitudes towards women in policing were improving, she said, but she warned: "I still believe there is a certain mould. If you don't fit it, you won't progress."

Federation Welsh Affairs lead Nicky Ryan paid tribute to Special Constables in an interview on TalkTV. Nicky



described them as an 'amazing asset' and praised the voluntary route as a way into a policing career, or a way to give back to the community. "We have 7,401 Special Constables. Last year they volunteered more than 2.5 million hours to policing which equates to just over £61.5 million," Nicky said.

Chief constables should back the Police Federation in calling for fair pay, Dyfed Powys Police Federation chair Gareth Jones said. He was speaking after Essex Police Chief B J Harrington warned his officers would struggle to carry on for much longer unless the pay issue was addressed. Mr Harrington said more than 300 officers had sought permission to take second jobs to make ends meet.

National Federation deputy chair Tiff Lynch made a passionate plea to bring back community policing, as the 'bedrock of the service'. Shadow Home Secretary Yvette Cooper pledged Labour would recruit 13,000 more neighbourhood police, with a named officer for each community, if the party wins the next election.



April

Dyfed Powys Police met its target for recruiting new officers under the Government's Police Uplift Programme. The Force was told to take on an extra 141 officers when the scheme was launched in 2019 and was now employing 1,317 officers - an increase of 154. The headcount exceeded 2010 when austerity measures kicked in. Dyfed Powys Police Federation welcomed the increase in new officers but said more would be needed due to population growth and increased demands.



Police would be 'set free from unnecessary red tape', according to policing minister Chris Philp. He promised changes in response to a review of productivity by the National Police Chiefs' Council (NPCC) which found that 443,000 officer hours are spent filling in forms and dealing with unnecessary administrative tasks. This is equivalent to attending 220,000 domestic abuse incidents or 270,000 burglaries.

The Federation reminded inspectors and chief inspectors of their rights around rest days in lieu. National Board member John Partington commented that rest days 'all too often' become interrupted due to the demands of the job.

May

Home Secretary Suella Braverman warned that political correctness was hampering policing. She called for 'common sense policing' and defined



this as more police on our streets, better police culture and higher standards. "It means giving the public confidence that the police are unequivocally on their side, not pandering to politically correct preoccupations," she said. Dyfed Powys Police Federation chair Gareth Jones blamed 'funding cuts and poor pay' for undermining policing 'more than anything else'.

Dyfed Powys Police became an official Endometriosis Friendly Organisation. Federation branch wellbeing lead Dai Gaskins said it was a 'positive move' that would give female officers living with the gynaecological condition 'confidence they need to open up in the workplace'. Reflecting on the progress, he recalled: "I remember some female colleagues sitting on bin bags to avoid marking the seat and others needing to run into 24/7 supermarkets for painkillers during their shifts."



A new non-degree route into policing would compromise standards and could harm officers' career opportunities, the Federation warned. Dyfed Powys Police Federation chair Gareth Jones expressed concerns about the proposals for creating a two-tier entry system which could impact the future pay and remuneration of officers taking the new route. The National Police Chiefs' Council (NPCC) backed a Level 5 non-accredited learning programme which would be equivalent to a diploma of higher education (DipHE).



June

Tributes were paid to Dyfed Powys Police Inspector Gareth Earp, 43, who [died in a road traffic collision](#) while travelling home from work. Federation chair Gareth Jones said he was a hugely respected officer and would be sorely missed by all his family, friends and colleagues. "He was a friend as well as a colleague and I had the pleasure of working alongside him during our time on the Roads Policing Unit together," said Gareth. A book of remembrance was opened at St Clement's Church, Rhayader, where Gareth's funeral took place in July.



[The Force's new policing hub](#) was described as 'revolutionary' by Dyfed Powys Police Federation chair Gareth Jones. The Carmarthenshire Custody Suite and Policing base in Dafen, Llanelli was opened in June and was already making an impact. Gareth said: "The new facility was long overdue. We had policing teams working out of the small office next to the old station."

Temporary Superintendent Richard Hopkin, the Force's operational lead on the build, added: "It's more modern. It's got a gym, the locker room is a far bigger area. There's plenty of parking."

Members were encouraged to get behind colleagues who took part in Light The Lakes, a challenge to climb all 214 Wainwright fells in the Lake District to raise money for the Care of Police Survivors (COPS) charity. A blue flare was lit at the summit of the highest of the fells at 2,600 feet, The Old Man of Coniston, in memory of police officers and staff who died during service.

The Federation met with the Secretary of State for Wales David Davies and local MPs Ben Lake, Jonathan Edwards, Craig Williams and a representative of Fay Jones at the UK Parliament. "We took the opportunity to discuss our members' current concerns, around pay and the cost of living," said Dyfed Powys Police Federation chair Gareth Jones. "It's important to build these relationships so that the Federation can help bring about the changes our members need."

July

Home Office data showed [record numbers of police officers were quitting the service](#). 4,668 officers had resigned between April 2022 and March 2023 - the highest number since comparable records began 16 years ago. Dyfed Powys Police lost 23 officers through voluntary resignation in the 12 months to March, with a further seven retiring on medical grounds. Dyfed Powys Police Federation chair Gareth Jones said: "These figures are deeply concerning but not surprising."

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Dyfed Powys Inspector Gareth Earp was [honoured at the Care of Police Survivors \(COPS\) Service of Remembrance](#) at the National Memorial Arboretum in Staffordshire. Gareth's widow, Tamsin, and two of their three sons were at the service and 15 Dyfed Powys officers and staff took part in the traditional Police Unity Tour cycle ride to the service. Dyfed Powys Police Federation chair Gareth Jones reflected: "The COPS service is always a poignant event. It was even more moving this year with Gareth's sad passing just a matter of weeks ago."

The Government announced a seven per cent pay rise for police officers of all ranks, as recommended by the Police Remuneration Review Body (PRRB). The offer was well short of the 17 per cent demand from the Police Federation to address years of below-inflation rises. Dyfed Powys Police Federation chair Gareth Jones admitted to mixed feelings but acknowledged that seven per cent was probably 'a good deal under the current economic climate'.

August

Tim Rogers, pursuits and driver training lead for the national Police Federation, wrote to all chief constables after discovering [instances where police driver training had not been delivered by an accredited trainer](#), contrary to the provisions of the Police, Crime, Sentencing and Courts Act 2022. Tim, who led an eight-year campaign for a change in the law, warned officers would not be protected by legislation unless they were up to date with their training. The Federation stressed that officers should not drive if they are not licensed under Statutory Instrument 1112.



Dai Gaskins, wellbeing lead for Dyfed Powys Police Federation, questioned the ['Right Care, Right Person'](#) scheme, introduced in July, which seeks to ensure that medical professionals attend mental health incidents rather than police officers. "It's no secret that public sector funding is tight, so where will the money come from?" Dai asked.

Dyfed Powys Police Federation chair Gareth Jones said the [thin blue line had become 'ever thinner'](#) after the Home Secretary insisted forces must investigate all thefts as part of a new crime crackdown. "Of course, they want to investigate every crime," he said, "But officer numbers were decimated

after 2010 and we also lost support staff and infrastructure. Only now are numbers getting back up to that level, but in that time the nature of policing has changed. We're having to investigate more crime, more complex crime and our members are buckling under the weight of their workloads."

September

Criminals would [take advantage of any speed cap](#) imposed on the police, Federation secretary Roger Webb warned. Instead, this should be left to the judgement of individual drivers as to the appropriate response to emergency calls in line with their training, he added. Roger's comments come after Judge Mark Lucraft called for the Metropolitan Police to review acceptable speeds for responses to 999 calls during the sentencing of an officer for causing death by dangerous driving.

Former Dyfed Powys Police officer John Morgan said it had been an 'absolute privilege' to be the director of music for the National Police Memorial Day (NPMD) for the past 18 years. John retired from the role after conducting the orchestra for the final time at the New Theatre in Cardiff during October. John served with the Force for 33 years and was a founder member and principal trumpet of the Police National Orchestra, which subsequently became the British Police Symphony Orchestra. This year's NPMD was attended by Wales First Minister Mark Drakeford, Home Secretary Suella Braverman and Yvette Cooper, the shadow home secretary. It included a [tribute to Dyfed Powys Inspector Gareth Earp](#) who died in June.

October

"How can it be right officers struggle to keep a roof over their heads?" asked national Federation secretary Calum Macleod as [annual conference got underway](#). He commented that policing had changed considerably since he joined in the 1990s and with today's levels of pay, lack of support and increased scrutiny, he doubted he would sign-up now. The former national chair said: "I question why people would for the salary they achieve, for the support they do not achieve, why people would place themselves and their families at risk under the current climate."

The Federation resolved to [ballot members on the question of industrial rights](#). This followed more than a decade of lobbying the Government to address police officers' poor working terms and conditions. This 'neglect' by Westminster was said to have resulted in a growing sense of anger and frustration among officers.

Dyfed Powys chair Gareth Jones expressed disappointment that the Federation's Medals for Heroes campaign was [not signed off by Suella Braverman](#) when she spoke at the annual conference. Bryn Hughes MBE - who has been a driving force behind the campaign after his daughter PC Nicola Hughes was killed on duty - made a special trip to Manchester, where this year's online conference was being filmed, in anticipation of an announcement.

November

Dyfed Powys Police Federation chair Gareth Jones called for a [fairer funding formula](#) to ensure that the Force is properly resourced. Gareth said sustained, long-term investment from central government was needed rather than burdening local council taxpayer. "The current funding system for policing encourages short-term thinking," he added. Dafydd Llywelyn, the Dyfed Powys Police and Crime Commissioner (PCC), argued for the Barnett formula (used to calculate devolved budgets) saying police budgets in Wales would benefit.

Federation branch secretary Roger Webb encouraged officers to attend a seminar to [change attitudes towards men's health](#). He drew on his own experience of being diagnosed with Stage 4 bowel cancer this year. Following intensive chemotherapy he was later declared cancer free. Roger urged colleagues to listen to their bodies and seek medical advice if something does not feel right. "We know that men are less likely to seek professional help. It's important that we change that," he said.

Federation members were reminded to complete this year's [annual pay and morale survey](#). "The more members that take part the more powerful the Federation's voice will be when campaigning for fairer pay and conditions," branch chair Gareth Jones urged. The survey findings will provide vital evidence to support the Federation's national pay campaign, and in calling for an independent pay mechanism.

December

Branch wellbeing lead Dai Gaskins called for officers to be given [better mental health support](#). His comments came after figures revealed 40 per cent of current police officer sickness in the Force is due to non-physical injury. Dai said that the majority of those officers experience stress, anxiety, depression or trauma. "It's a real issue and something needs to be done," Dai added.

NEW MISCONDUCT POWERS ARE A RETURN TO KANGAROO COURTS SAYS FED CHAIR



New powers to allow chief constables to sack officers found guilty of misconduct are a backwards step that will undermine confidence in the process, says Dyfed Powys Police Federation.

Branch chair Gareth Jones said that powers were already in place and the changes were a “a return to kangaroo courts”.

His comments follow a Government announcement earlier this year that a finding of gross misconduct will automatically result in a police officer's dismissal unless there are exceptional circumstances.

Under the new system, chief constables or their deputies will chair misconduct panels and will be handed greater powers to decide whether officers should be dismissed. They will also be given a right to challenge decisions.

Until now, they have been chaired by an independent lawyer, known as a legally qualified chairs (LQC). Instead, legally qualified persons (LQPs) will provide independent advice.

Gareth said: “Of course, there can be no place in the police service for corrupt officers and the disciplinary process has to be robust and fit for purpose.

“But forces already have the powers to remove those officers under the current system.

“Gross misconduct shouldn't automatically be treated as a dismissal.

There needs to be due process, an assessment of how serious the proven conduct is, and then a determination of a sanction which adequately and proportionately fits the proceedings, which is what we had.

“Our members are important stakeholders in the misconduct process and they must have confidence they will receive a fair hearing.

“This a backward step towards a system that few had confidence in. The perception was that disciplinary hearings were a kangaroo court, and this is a return to that.

“LQCs were brought in for independence and fairness, qualities we're always striving for when dealing with the public and yet we're stripping that away from officers. That can't be right.

“It feels like another attack on the rights of our members and I don't think it will do much for morale.”

Under the changes, officers who fail vetting checks can also be fired.

Gareth said: “We support the vetting of officers to remove undesirable individuals but again there must be an open and transparent process.

“Let's not forget that it's been forces failing to properly implement vetting procedures over years that have led to inappropriate people wearing our uniform.”

Tiff Lynch, the national Federation's deputy chair, said speeding up the disciplinary process would help to rebuild public trust.

WELLBEING LEAD 'CAUTIOUSLY OPTIMISTIC' ABOUT 'RIGHT CARE, RIGHT PERSON' INITIATIVE

The wellbeing lead for Dyfed Powys has questioned where the money will be coming from to ensure medical professionals will be attending mental health incidents rather than cops, as part of the recently introduced 'Right Care, Right Person' scheme.

Dai Gaskins says that while the initiative - a model shaped around the way emergency services respond to calls involving concerns about mental health - is 'in theory, great news for cops', he admits to remaining 'cautiously optimistic'.

His comments come after the Welsh Government announced earlier this year that its financial position after the UK Spring Budget in March, was up to £900 million lower in real terms than when the budget was set in 2021.

“It's no secret that public sector funding is tight so my question is, where is the money coming from that's going to fund this project?” asked Dai.

“Of course, in theory, this is great news for cops and, if it does all go to plan, will save officers a huge amount of time, allowing us to focus on attending crime-related incidents. But, the sceptic in me is definitely remaining cautiously optimistic.”

The introduction of 'Right Care, Right Person', which was confirmed in July, sets out a consistent framework and expectation across the country that police forces will work with the local NHS to ensure people suffering mental health crisis will get a health response and not a response from the police.

Under the plans, the government is giving an extra £1 billion a year, including £150 million for facilities to replace the role police officers take on in these situations.

Additionally, by March 2024 it is expected that 24-hour mental health crisis phone lines will be in place across England and Wales and, over the next two years, funding is set to be put in place for mental health ambulances.

“Government budget in Wales is low. Surely no one can blame me for raising my concerns and questioning where that money will come from, until we see evidence that anything will ever change,” added Dai.

As it stands, police forces across England and Wales are currently attending 80 per cent of reported health and social care incidents.

If the 'Right Care, Right Person' plan is a success, it is expected to reduce call-outs by up to 30 per cent over the next two years.



NEW POLICING HUB MAKING A DIFFERENCE FOR OFFICERS AND THE PUBLIC

The Force's new policing hub has been described as 'revolutionary' by Dyfed Powys Police Federation chair Gareth Jones.

The Carmarthenshire custody suite and policing base in Dafen, Llanelli, which was opened in the summer, is already having a positive impact on members - and even people detained in custody.

Gareth said: "The new facility was long overdue. The previous building was not fit for purpose, part of it was condemned and, because of that, we had policing teams working out of the small office next to the old station.

"Custody was moved away from Llanelli, the busiest area in the Force, to Ammanford, with Brecon and Haverfordwest acting as overspill stations on occasions, which meant that officers were on the road conveying prisoners and not on the streets.

"It wasn't very effective, efficient or more importantly, good for the wellbeing of our members.

"The fact that we can bring that back into a purpose-built custody suite is great news for our members and the people we serve.

"We've been able to bring the whole CID family, crime scene investigators and local response officers together.

"It's great to see the impact it's having on the work of our members."

Gareth added: "The new hub is revolutionary in comparison to the previous model."

Temporary Superintendent Richard Hopkin, the Force's operational lead on the build, said the new custody suite - which houses 18 cells and five interview rooms - had significantly improved conditions for officers and detainees.

"It's a far bigger, better and lighter



working environment, he said. "It's more modern. It's got a gym, the locker room is a far bigger area. There's plenty of parking.

"The security and technology in custody has improved. You can now talk to detainees directly from the charge desk area and detainees can talk to external calls from their cell.

"The feedback I've been getting is that it's improved the mood of the officers working there.

"I was in custody a few weeks ago and the sergeant was saying that detainees aren't as aggressive when they're in custody.

"They're a lot calmer, probably because of the environment because it's a lot lighter and airier and there's a skylight over the charge desk area which allows lots of natural light in."

"We've been able to bring the whole CID family, crime scene investigators and local response officers together. It's great to see the impact it's having on the work of our members."



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