

CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
JANUARY 2022



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By Roger Webb, secretary of Dyfed Powys Police Federation

As the country appears to be emerging from the most extraordinary public health emergency in history we can, as police officers, reflect on the last 12 months with a certain amount of pride.

The work our members have been asked to carry out over the last two years has been truly unprecedented with rapidly changing coronavirus rules and regulations proving an extraordinary challenge to everyone.

Lockdown restrictions sometimes led to frustration and resentment as people saw their freedoms curtailed and unfortunately some members of the public thought it was acceptable to take their anger out on the police with figures showing a shocking rise in the number of assaults on officers.

But it is fair to say that despite the incredible pressure they were under, Dyfed Powys Police officers stepped up to the mark and carried out their duties with courage, determination and professionalism, often at great risk to themselves and their families.

The personal sacrifices they were asked to make throughout the pandemic will never be forgotten although our members could be excused for feeling betrayed when they were offered a zero per cent pay rise shortly after the Home Secretary told them she "had their backs".

Dyfed Powys has seen its officer numbers increase by two per cent in the 12 months to September 2021 as a result of the Uplift Programme but the rise must be matched with a long-term commitment to police funding and fair pay to improve recruitment and retention.

Fair pay, alongside the ongoing row over police pensions, are high on the Police Federation agenda as we settle into the new year under the new branch council.

Chair Gareth Jones and I have been returned to office for three-year terms and we have made it clear we want to build on the successes we have recorded to date while developing the range of services available for members.

Officer welfare remains at the heart of everything Dyfed Powys Police Federation strives to achieve with branch wellbeing lead Dai Gaskins at the forefront of the work being done to support our membership in that area.

Policing is not like any other job and officers can find themselves in extremely stressful situations at the best of times.

This has been magnified during the pandemic when issues away from work will have added to the pressures on individual officers which is why we remind our members every day that we are here for them whenever they feel they need us.

It is important that anyone struggling with their mental health has the confidence to access the help and support that is available to them.

The health and wellbeing of members has never been more important as we tackle the challenges faced by policing in the coming years with the population continuing to rise and the types of crime we are dealing with become more and more complex.

But we have shown in the last two years that we are capable of rising to the toughest of challenges and there is no doubt that we will continue to do so in the future.

And such acts of selflessness by our members were recognised at the Police Bravery Awards last year when both the 2020 - delayed because of the pandemic - and 2021 ceremonies were held in London in October and December respectively.

Dyfed Powys Police Federation was very proud to see PC Mark Thomas, PC Ian Chattun and Sergeant Katy Evans honoured for the courage they showed in the most difficult of circumstances.

Please take the time to read this magazine and remember the Federation is here for you, just get in touch if we can help at all.

OSCAR KILO VAN PROMOTES WELLBEING MESSAGE

Oscar Kilo, the National Police Wellbeing Service, has sent its wellbeing van to the Force area.

The van, which aims to deliver physical, psychological and financial health checks for officers and staff, visited Carmarthenshire, Pembrokeshire, Powys and Ceredigion.

Dyfed Powys Police Federation chair Gareth Jones and wellbeing lead Dai Gaskins both spent time with the van while workplace representative Mel Rossiter assisted with the visits to Pembrokeshire LPA.

Dai said: "This visit was arranged by the Neighbourhood Police Team and gave officers and staff the opportunity to go along and meet the Oscar Kilo team and check out what is on offer in terms of officer wellbeing.

"Gareth joined the team in Newtown, Aberystwyth and Cardigan while I covered a number of stations across the south of the Force. We found it to be a very

professionally run operation with a lot to offer our members.

"The vans showcase the services available should members ever need support, whether that be in relation to their mental or physical health, finances, advice about work-life balance, or anything else for that matter.

"I know that members sometimes find it difficult to take that first step and as for help and support.

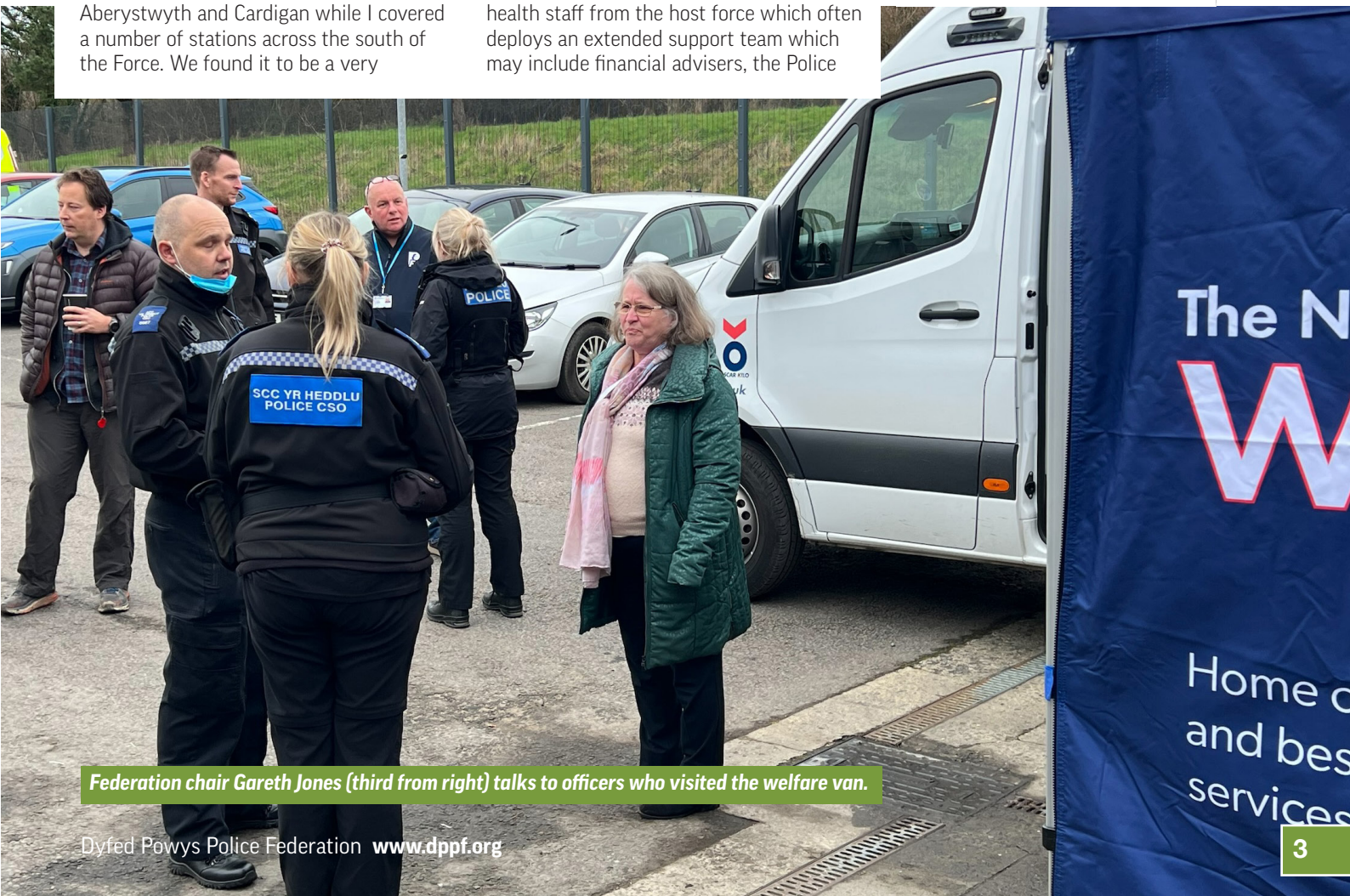
"And, of course, the wellbeing team at Dyfed Powys Police Federation is always available for members who have any welfare concerns."

The National Police Wellbeing Service was launched in 2019 to provide support and guidance for police forces across England and Wales to improve and build organisational wellbeing.

Its vans are supported by occupational health staff from the host force which often deploys an extended support team which may include financial advisers, the Police

Federation, chaplaincy members, trades unions and staff support networks.

Research and feedback have revealed officers and staff often do not feel they have the time in their day to seek advice or support for their own wellbeing so these vans have been introduced so forces can bring their wellbeing services to the frontline.



Federation chair Gareth Jones (third from right) talks to officers who visited the welfare van.

MARK HONOURER AT POLICE BRAVERY AWARDS



A Dyfed Powys Police officer has admitted experiencing “imposter syndrome” when he attended the national Police Bravery Awards ceremony in London.

PC Mark Thomas was nominated after showing tremendous courage when he was threatened with a knife after finding a high-risk missing teenager in November last year.

He joined officers from across England and Wales at the awards ceremony in December, organised by the Police Federation of England and Wales, which was also attended by policing minister Kit Malthouse, shadow home secretary Yvette Cooper and Metropolitan Police Commissioner Dame Cressida Dick.

Earlier in the day, he and his wife attended a Downing Street reception hosted by Home Secretary Priti Patel.

He said: “I felt incredibly surprised and honoured to be nominated and represent Dyfed Powys Police at the awards ceremony. I didn’t feel like I’d done anything special, just my job.

“I felt like I had imposter syndrome. A number of the stories of bravery were quite unbelievable really and received standing ovations from the room.

“It must have been extremely difficult for the judging panel to choose an overall winner.”

PC Thomas was nominated by Dyfed Powys Police Federation after the incident which began to unfold when he joined the search for a missing 18-year-old who was believed to be walking along the A48 near Cross Hands.

The Roads Policing Unit officer spotted a man matching the description and, fearing for his safety as he was so close to the busy dual carriageway, approached him to check if he was OK.

But, as PC Thomas got closer, the teenager pulled out a knife and attempted to attack him with it.

His visit to London for the awards ceremony included a reception in 10 Downing Street.

He said: “It was very interesting. It’s obviously a building steeped in history so it was good to see behind the doors at what goes on and what it looks like.

“In the room where the morning reception was held there was a set of Olympic medals and the Olympic torch from when London hosted the 2012 games.”

PC Thomas said he did not get the opportunity to speak to the Home Secretary or policing minister but added: “The Home Secretary gave a very passionate speech to the nominees while at Number 10 about how much she and the majority of the British public support policing which was nice to hear.

“It was just nice to be part of a celebration of Policing which you don’t generally hear about during your day to day job.”

The national Police Bravery Awards honour officers from across England and Wales who have performed outstanding acts of bravery while on or off duty.

Four West Yorkshire Police officers who detained two attackers who murdered a man with a samurai sword were named

overall winners at the awards ceremony.

The colleagues were honoured for their professionalism during a horrific incident in January 2020 when they responded to reports of a man being viciously attacked outside a pharmaceutical factory in Huddersfield.

The officers – one of whom was in the first two weeks of her career – were confronted by the barbaric sight of attackers hacking at the victim with a sword and knives when they arrived at the scene.

They bravely managed to detain both assailants, despite the offenders still being in possession of the murder weapon and knives.

Prime Minister Boris Johnson praised the “dedication and conscientiousness” of all the nominees and paid tribute to their bravery.

He said: “Acts of bravery in policing are, necessarily and thankfully for us all, commonplace. Every day, local and national media is awash with examples of police heroism.

“Be it confronting dangerous and violent people, rescuing members of the public or working day and night on the most harrowing of cases, bravery is a defining characteristic of the police.

“It is this unflinching bravery, alongside your dedication and conscientiousness, that inspires my steadfast support for the police.

“I am bowled over by the nominees. You are a credit to your forces and your illustrious forebears in policing. I salute each and every one of you.”

PC Mark Thomas outside No 10 Downing Street.



“

I felt incredibly surprised and honoured to be nominated and represent Dyfed Powys Police at the awards ceremony. I didn't feel like I'd done anything special, just my job.

Home Secretary Priti Patel addresses the bravery awards nominees.

Police Bravery Awards 2020



At the ceremony are (left to right) Roger Webb, Dyfed Powys Police Federation secretary, Sargeant Katy Evans, PC Ian Chattun and Dyfed Powys Police Federation chair Gareth Jones.

Two police officers from Dyfed Powys were among the nominees honoured at the Police Federation of England and Wales' Police Bravery Awards 2020 held in London in October.

PC Ian Chattun and Sargeant Katy Evans were put forward for the awards after they ran into the sea to save the life of a woman who was drowning.

Katy and Ian, accompanied by his wife Suzy, attended the awards with Dyfed Powys Federation branch chair Gareth Jones, branch secretary Roger Webb, and Police and Crime Commissioner Dafydd Llywelyn.

Ian and Katy were very worthy nominees for the Police Bravery Awards.

In addition to the ceremony, which was sponsored by Police Mutual, all the nominees were also invited to a reception at Downing Street hosted by Home Secretary Priti Patel.



Sargeant Katy Evans outside No 10.



PC Ian Chattun and his partner Suzy.

Gareth said: "Ian and Katy were very worthy nominees for the Police Bravery Awards. Their quick thinking, courage and willingness to lay their lives on the line for a member of the public demonstrates the finest traditions of policing.

"With last year's bravery awards postponed due to the pandemic, it's wonderful that we were finally able to honour them in person, and I hope they know how proud the whole Federation is of

their achievements."

A total of 93 nominees from 42 forces were honoured at the awards for their exceptional courage in the line of duty, with the overall award being presented to Met PC Stuart Outten, who managed to subdue a suspect who was attacking him with a machete. PC Outten suffered six deep wounds to his head, skull fractures, and two wounds to his arm as well as multiple finger fractures.

OFFICER NUMBERS UP

Dyfed Powys has seen its officer numbers increase by two per cent in the 12 months to September 2021, new Government figures reveal.

Federation branch chair Gareth Jones has welcomed the increase, which is as a result of the Uplift Programme, but warned that a rise in officer numbers will not be enough on its own and it must be matched with a long-term commitment to police funding and fair pay.

Gareth said: "Getting more officers through the door is a win for the Police Federation in Dyfed Powys and nationally,

but it is only really getting back to where we were before the austerity cuts.

"Things have moved on since 2010. Not only has the population increasing but we're seeing crime getting more and more complex and this stretches our resources even further. If the Force is to retain able and experienced officers, it is vital that we have the right equipment, training and support and of course pay that keeps pace with the rising cost of living for our officers."

The total number of officers for England and Wales is 139,939, which is an increase of 11,505 since October 2019. Dyfed Powys'

share of the Government's promised 20,000 uplift is 141 officers, and if achieved it would increase Force numbers to 1,214 by March 2023 (from 1,163 currently).

The Federation's interim chair, Ché Donald, has backed Gareth's comments, saying: "We need long-term recruitment and sustainable funding in policing, and police leaders must ensure they don't just focus on getting people through the door, but also do what is needed to retain them, such as fair pay processes, investment in wellbeing and better benefits, as retention is still a problem across the service."

CONCERNS OVER TRAINING OF NEW RECRUITS

Dyfed Powys Police Federation chair Gareth Jones fears new officers won't have the skills for the role following research into tutor constable support.

The Police Federation for England and Wales (PFEW) has published a report which reveals a lack of support and training for tutor and student constables alike.

The report comes two years into the Government's uplift programme, which aims to recruit 20,000 officers by March 2023.

Gareth said: "The results of our survey are alarming. They highlight concerns that officers being appointed as tutor constables don't have all the skills needed to fit the role.

"And they highlight concerns that the training doesn't always meet the high standards needed for constables to develop the skills and expertise they need to go out on the beat.

"This is a real issue, coming so deep into the drive to recruit 20,000 new police officers. The situation needs to be addressed and it needs to be addressed quickly."

The PFEW's Tutor Constable Support Survey found that four out of 28 forces which had responded to the survey, revealed no formal training is offered to tutor constables prior to training recruits, while a quarter of respondents indicated tutor training in their force lasted just one day (five forces).

Overall, most said tutor training lasted between four and five days which demonstrates how inconsistent the picture is across forces.

The demand on policing, coupled with uplift numbers increasing, has also seen tutor officers raise concerns over juggling their frontline role with training student officers. In some cases, respondents noted the normal tutor to student ratio in their force was up to 4:1.

The Federation said it raised questions about the quality of training for student officers. The Federation also has concerns that members taking on tutoring roles will be left tired due to the extra workload.

Do tutors in your force go through a formal selection process, e.g. application form, formal interview etc. before taking up the role?

	%	N
Yes	21%	6
No	79%	22
I don't know	0%	0

Additionally, more than three quarters of respondents (22 forces) said tutors in their force do not go through a formal selection process before taking up the role. A majority (64 per cent) said there is no specific selection criteria that tutors need to meet.

This raises questions around the impact on the professional development of tutor constables, the Federation said. It believes they should be accredited for the important role they undertake.

A majority (17 forces) said they do not receive any formal qualifications as part of their tutor training.

Respondents also stated a high level of

new-in-role officers were applying to become tutor constables due to a shortage in interested experienced officers.

Several disclosed this sometimes means officers, who have not long completed their own probation, are taking up a tutor role.

Dave Bamber, PFEW professional development lead, said: "We are deeply concerned about the lack of support and training for tutor constables and the negative impact this can have on both student officers, tutors, and ultimately members of the public.

"It is basically just one big mess and is an ineffective way for forces to get the best out of their workforce to protect the public. How are the new recruits going to learn and be ready to go out on the beat if the time invested in their development is divided between four in some cases?"

"This is unsustainable and puts additional pressure on colleagues who are already under immense strain. We appreciate work is being conducted by key stakeholders involved in the uplift programme to try to fix these problems, but it simply doesn't go far enough, nor is it timely enough to make a real difference to the current intakes.

"The Federation has a seat in these discussions and will be pressing for the system to be urgently overhauled to better support all officers

"We strongly suggest tutor constables should be substantive in rank and role as well as suitably trained and accredited. They should also be volunteers for the role and given time to develop and to perform the task appropriately."

OFFICER WELLBEING: MEMBERS URGED TO ENGAGE WITH FEDERATION

D Dyfed Powys Police Federation welfare lead Dai Gaskins has outlined plans for the coming months while reflecting on his work during a tough year for the police service.

Dai said his top priorities in 2021 were to make sure members recognised the importance of their own mental health and wellbeing and also to raise awareness of the services available to those who were facing challenges.

Officer wellbeing came under the spotlight as the police service tackled the continuing challenges of the coronavirus pandemic, the number of assaults on frontline emergency workers soared and rows over police pay and conditions rumbled on.

Dai said: "Last year we wanted to raise awareness of the importance of wellbeing and provide as much information as possible from across the whole network - from Oscar Kilo, Police Care, Defence Medical Welfare and other service providers.

"We accept that we can't cover all eventualities but the most important aspect of the work we did was trying to encourage police officers to engage with us so we could offer them signposts to any information and support they might need.

"Collectively in the office we have about 90 years of policing experience between us and generally there aren't that many things

that we can't answer."

Dai said it was important members were made to feel comfortable and confident when approaching the Federation for help and support.

"We know what's out there so if we can't help we usually know people who can so the message to our members is always don't be afraid to contact us over anything. We want to raise that awareness."

Dai said he had noticed a huge shift in attitudes towards mental wellbeing and people's willingness to discuss their own issues in recent years and said some of that openness could be a consequence of the coronavirus pandemic when talking about personal health matters was encouraged.

He explained: "I don't know if it's happened by default or otherwise but that willingness to talk about mental health is certainly more apparent in the police service and I don't know whether some of that is down to Covid.

"I am very much more aware of the mental health challenges for officers and have an understanding of what support I would need to give to a member who came to me.

"I think for a lot of people it is a step into the unknown. When they start talking about struggling with their wellbeing and mental health they don't know what happens next. We are there to reassure them."

Dai is looking forward to introducing new initiatives this year and revisiting previously successful ones.

He said: "Part of what I want to do this year is encourage members to tell their

stories in a series of blogs where they can maybe talk about their challenges around mental health, experiences of adversity either with their own illness or family illness, and by asking for help and support has allowed them to deal with their situation, without that feeling of isolation and helplessness."

Dyfed Powys Police Federation is pleased to see that the Force is taking active steps to improve the services offered by its Occupational Health Unit which benefits members.

He said: "We are very keen to see the introduction of the Policing Covenant and achieving consistency around the provision of occupational health services.

"There are delays in officers being seen and getting care and treatment.

"Some of the services are very fragmented, particularly around mental health, as service provision has been compromised because of covid. This means there are longer periods away from work which has a knock-on effect on them and colleagues."

Looking forward to the coming months, Dai said: "Hopefully, we are well on the way back to some sort of normality now so we'll also be looking to build on the successes of some of the wellbeing walks that we did last year.

"We are also procuring a welfare van this year and that will give us more opportunity to engage with the members and take forth that message that we are here to offer support and advice and carry on raising awareness of what is available to them."

LOOK AFTER YOUR BACK

Back pain and health issues surrounding the use of body armour have been highlighted by the Police Federation.

The successful Federation [Back to Basics](#) initiative helped raise awareness of ways to prevent back, neck and shoulder issues associated with body armour earlier this year but Dyfed Powys Police Federation wellbeing lead Dai Gaskins says there is still more to be done.

Dai said: "There are few things worse than having a bad back so it's really important that our members do whatever they can to prevent it.

"Wearing body armour is a fact of life for police officers but I want to remind our members it should be removed when it's safe to do so.

"We all know colleagues who keep their armour on when they get back to the station to do a crime report and are still wearing it three hours later when they go out again.

"Wearing body armour when it's not really necessary can have a massive negative impact on an officer's health so I would encourage all our members to get into the habit of thinking about removing their body armour whenever it's appropriate."

Body armour is an essential piece of personal protection equipment (PPE) which saves lives. It can be cumbersome, and the addition of other items of kit can have a significant impact on back, shoulder and spine.

The first Home Office Body Armour Standard was written way back in 1993, and some forces began to make it mandatory in the late 1990s – which means there are long-serving officers who have been wearing it for many years.

The Police Federation's National Body Armour Working Group works closely with the National Police Chiefs' Council and other policing organisations to ensure it is at the forefront of any advances in this area of PPE and has campaigned for better coverage for many years.

It has commissioned a study looking at the impact on female officers and the best bras to wear under body armour and is awaiting the outcome of this important research.

National wellbeing lead Belinda

Goodwin has attended Human Factor Testing of Generation 3 body armour, which featured colleagues of all ages and sizes, and was administered by Greenwich University.

She believes – particularly due to the increased levels of violence police officers are facing – this could be a generational game changer.

Belinda said: "Although nobody should expect to be assaulted while doing their job, the reality for any police officer is different.

"The Gen 3 body armour should be rolled out in 2022, and although the human skeleton is not built to regularly carry any kind of heavy weight, we hope this will provide better cover, be more flexible, less weighty, and the weight will be better distributed.

"Members fully deserve the very best protection money can buy – and Gen 3 is a welcome advance to the body armour currently provided to police officers."

National Board lead for operational policing Steve Hartshorn said: "We have been working with experts from Flint House, the Police Treatment Centres (Harrogate and Auctherarder) and the North-West Police Benevolent Fund to share ways to help ease the strain.

"We are also working with forces to remind them of their responsibility to look after officers' welfare and encourage good practice around body armour care, storage and checks following damage.

"We really need them to implement mandatory refitting every year – particularly for colleagues who return to work following long periods away from work or wearing uniform.

"As a former firearms officer, I personally know the importance of properly storing body armour correctly. Colleagues need the correct storage for their armour, so they can hang this correctly and be ready to be used for the next shift."

A series of videos has been published on the BackCare Awareness Week 2021 website:

- [What is back pain? - BackCare](#)
- [How to sit at your desk - BackCare](#)
- [Looking after your back - BackCare](#)
- [Exercises - lower back stretch - BackCare](#)
- [Keeping active - BackCare](#)
- [Exercises - posture improvement - BackCare.](#)



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RESERVATIONS OVER CHANGES TO CONDUCT PROCESSES

Dyfed Powys Police Federation secretary Roger Webb says he has “deep reservations” about the fairness of future misconduct hearings after the announcement of changes to processes by the National Police Chiefs’ Council (NPCC).

Chair Martin Hewitt said the NPCC has asked all chief constables to chair more accelerated hearings, “wherever the grounds are met, to swiftly determine the facts”.

Mr Hewitt, in a keynote speech at the Association of Police and Crime Commissioners (APCC) and NPCC Summit, said the NPCC has also asked chief constables to make submissions to legally-qualified chairs “wherever appropriate, so that sanctions always meet the gravity of an offence”.

Chief constables have also been advised by the NPCC to seek judicial reviews where dismissal is not the outcome, and it wants the College of Policing guidance amended.

“I have deep reservations about what’s being asked of chief constables,” said Roger, “The misconduct process must be as open,

transparent and fair as possible, which the current system is.

“But I fear that allowing chief constables to make submissions to independent chairs or to chair accelerated hearings will undermine that.”

Phill Matthews, the Police Federation of England and Wales conduct and performance lead, added: “We agree it is vital the service is as open and transparent about misconduct processes as possible, but what is being suggested risks undermining that which is deeply concerning. What is being proposed risks turning misconduct proceedings into kangaroo courts.

“Allowing chief constables to write to legally-qualified chairs of independent panels before they have heard evidence from all parties involved could unduly influence the outcome of a hearing and is akin to the Queen writing to crown court judges ahead of trials with her view of the outcome without hearing the evidence or trial.

“We already have a fair and transparent

system in place with independent panels consisting of both officers and members of the public. We are under the impression chiefs want to hamstring and hinder this process so they can rig outcomes in order to suit their agenda.

“Permitting chiefs constables to chair more accelerated hearings, or make submissions, is far from open and transparent justice and could lead to a return to the dark days where officers were dismissed in the eyes of those present even before any evidence was considered.

“We are pleased to see the NPCC finally recognises the need to speed up disciplinary processes, which we have been pressing hard for this as part of our Time Limits campaign for the last two years, but chiefs have consistently refused to back this.

“Moving forward we will continue to work with forces and the Government to ensure disciplinary processes are fairer for not just officers, but also for members of the public, but this is not the way to do it.”

NATIONAL NEWS ROUND-UP

UPLIFT WELCOMED BUT MORE INVESTMENT NEEDED

Dyfed Powys has seen its officer numbers increase by two per cent in the 12 months to September 2021, new Government figures reveal.

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Gareth said: "Getting more officers through the door is a win for the Police Federation in Dyfed Powys and nationally, but it is only really getting back to where we were before the austerity cuts.

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saying: "We need long-term recruitment and sustainable funding in policing, and police leaders must ensure they don't just focus on getting people through the door, but also do what is needed to retain them, such as fair pay processes, investment in wellbeing and better benefits, as retention is still a problem across the service."

FEDERATION CONFERENCE

Plans are now underway for the first annual national Police Federation conference to be held in person for three years.

In 2019, the conference was cancelled due to a cyber-attack on systems at the Federation's head office and the pandemic led to the cancellation of the 2020 and 2021 events, though last year a virtual conference was staged.

"The annual Federation conference has long been one of the key events of the policing year," says Roger Webb, secretary of Dyfed Powys Police Federation.

"Conference provides an opportunity for Federation representatives to come together, share their experiences and also hear from leading figures in policing. Among the highlights of the two-day conference are the keynote speeches by the Home Secretary and the national chair of the Federation."

The conference will be held in Manchester on 17 and 18 May.

We will provide full reports from the conference on our website, on our social media feeds and also in a conference edition of this members' magazine.

DETECTIVES: SURVEY OUT NOW

Detectives are being urged to take part in a national Federation survey on the changes to the Director of Public Prosecutions' guidance on charging suspects.

The online survey is being conducted by the Police Federation National Detectives' Forum (PFNDF) and will remain open until 9am on 7 February.

The PFNDF wants to gather information from the survey to measure the scale of the impact the DPP's new guidance has had on investigators' jobs and will use the findings to press for urgent changes.

Dyfed Powys Police Federation secretary Roger Webb said: "I would encourage all our detective members to complete this survey - it could make a big difference to their jobs in the future.

"The PFNDF wants to bring about change for its members and will use the feedback from this important survey as evidence in any representations to the Attorney General and policing minister.

"It has become clear that the changes to the charging guidance from the DPP created a wide range of issues and unnecessary problems and in too many cases have simply extended the length of investigations which is in nobody's interest, least of all our members.

"So it is really important that our members take time out to complete this survey, make their views and experiences known and ensure the negative effects these changes have had are properly recorded so they can be acted upon."

The PFNDF said the changes had massively impacted all members who submit files to the Crown Prosecution Service.

It described the move as a "stealth tax on policing as across the country" with chief constables being forced to move resources or create additional posts from existing budgets to deal with all the additional and potentially unnecessary work that now falls on members to complete, simply to get the CPS to consider a charge.

Detectives can contact the Police Federation office by emailing RWebb@polfed.org to obtain a link to the survey.

Conference 2018, the last to be held in person.

PROTECTING
THE PROTECTORS

POLICE
Federation

REMEMBERING FALLEN OFFICERS

Fallen police officers were honoured at the National Police Memorial Day service at Lincoln Cathedral.

Home Secretary Priti Patel and Metropolitan Police Commissioner Dame Cressida Dick were among those to address the service which was attended by bereaved families and colleagues.

Gareth Jones, chair of Dyfed Powys Police Federation, who attended the service with Temporary Chief Constable Claire Parmenter, said it was important for the police service to honour fallen colleagues.

“National Police Memorial Day is one of the key events in the policing year. It is a time for officers of all ranks to stand shoulder to shoulder with the families of fallen officers and show them their sacrifice is never forgotten and that their loved ones are remembered.

“Last year’s service, like so many other events, was held online which, of course, enabled us to pay tribute to those officers we have lost so there somehow seemed to be an added poignancy to being able to come together this year.”

Dame Cressida told the congregation: “This year, we sadly add six more families to those we want to protect and support.

“The families of Paul Keany, Chris Miller, Matt Ratana, Darryl Street, Thomas White and Quamar Zaman.

“We will never forget you nor will we ever forget the sacrifice your loved ones made.

“Their lives give us hope, motivation and inspiration that through our police work good can prevail, safety and peace can be secured.

“Each and every one of our fallen colleagues will have helped and protected so many people, brought comfort, justice, safety, hope, reassurance and courage to others. We are proud of them.”

Ms Patel gave a short Bible reading from Corinthians 13 on the subject of love.

Prime Minister Boris Johnson also paid tribute to police officers who have died in a message on Twitter.

The service was held on the last Sunday of September with this year’s service scheduled to take place in Belfast on Sunday 25 September.



Photographs courtesy of Anderson Photography

Dame Cressida Dick addresses the service.

“We will never forget you nor will we ever forget the sacrifice your loved ones made.”



Lighting a candle in memory of fallen officers.