

CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
SUMMER 2023



SEVEN PER CENT PAY RISE

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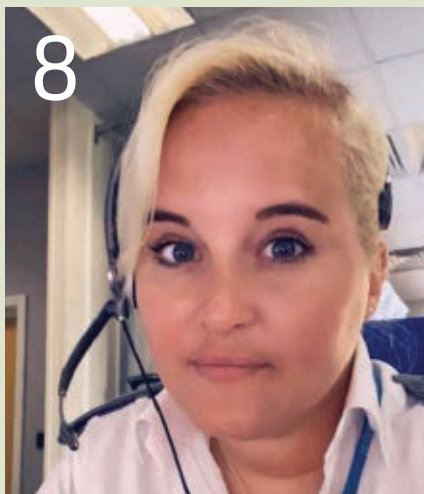


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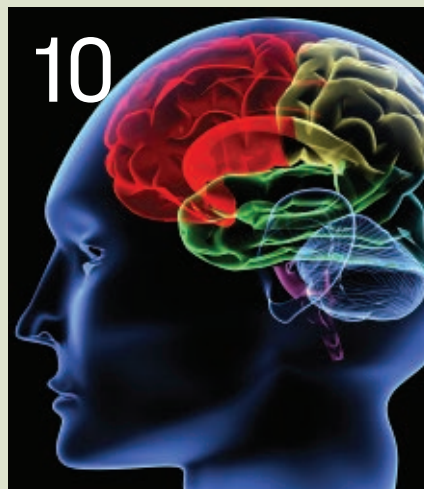
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YOUR FEDERATION MAGAZINE

Welcome to the summer edition of the Dyfed Powys Police Federation members' magazine.

As ever, this magazine gives you an overview of the issues affecting police officers and, perhaps the most important of those concerns officer pay.

As we were finalising the magazine, news came through from the Government that it had agreed to the recommendations from the Police Remuneration Review Body. This means that we will get a seven per cent pay rise this year. While this is below the 17 per cent we had asked for, based on research from the independent Social Media Foundation, it is definitely a step in the right direction in terms of getting police officer pay back to where it should be after years of below inflation pay rises. You can read more on Page 3.

While other sectors have resorted to striking to make the strength of their feelings known, police officers have, of course, been unable to take industrial action.

But the Federation has committed to ballot members to ask if they want the organisation to pursue industrial rights. It will also explore what industrial rights would mean for members.

We will keep you updated at this work develops and would urge you to keep up to date by checking our website – dppf.org – which is regularly updated with news and views on the issues affecting members.

You can also follow us on [Facebook](#) and [Twitter](#).

We are here to represent, negotiate and influence on your behalf and would encourage members to let the office officials or your workplace reps know your views and the issues affecting you in the workplace.

Finally, just a reminder, that if you feel you are struggling – or if you have concerns about a colleague – please get in touch with us. We can help you access support tailored to your needs.

The article on Page 6 gives an insight into how seeking support can be life-saving and life-changing.

OFFICERS GIVEN SEVEN PER CENT PAY RISE



Government accepts recommendations of pay review body

Police officers are to receive pay rises of seven per cent across all ranks after the Government accepted the recommendations of the Police Remuneration Review Body (PRRB).

The offer is well short of the 17 per cent claim issued by the Police Federation and the Government's decision to rule out extra borrowing to fund the pay increases amid fears of stoking inflation could mean more cuts to existing services.

The current level of CPI inflation is running at 8.7 per cent and Prime Minister Rishi Sunak - who has promised to cut it to around 5.3 per cent by the end of the year - wants to avoid increases which could fuel a wage-price spiral.

Chancellor Jeremy Hunt told MPs it was "important to deliver on the Prime Minister's priority to get debt falling and to control borrowing to avoid adding inflationary pressures and risk prolonging higher inflation".

He said: "That means taking difficult but responsible decisions on the public finances, including public sector pay, because more borrowing is itself inflationary."

Chief Secretary to the Treasury John Glen said the police pay rise would be partly covered by increasing the cost of certain visas by up to 20 per cent to create more funding for border forces, allowing the Home Office to divert some money towards police officer pay.

Responding to the announcement, Dyfed

Powys Police Federation chair Gareth Jones said: "A seven per cent offer is a good deal under the current economic climate and we welcome pay increases for our members but this falls short of what we had asked for so there are mixed feelings.

"Our members are facing soaring household bills and rising costs and this award once again falls below the rate of inflation.

"But this is a step in the right direction and certainly the best pay rise we have seen for many years."

National Federation chair Steve Hartshorn said: "I have no doubt that police officers will have mixed feelings - on the one hand, they will be pleased that the pay award was not as bad as some media outlets had speculated, but also disappointed that it doesn't fully take account of inflation, as they and their families struggle with increased utility, mortgage and food costs.

"We will continue to push for fair pay awards that take full account of inflation and recognise and reward the unique status of police officers; including the introduction of a fair, independent mechanism and negotiation process, so that we can properly sit down with government and employers to negotiate pay settlements that fully consider the risks and restrictions placed on police officers' private and professional lives. The focus going forward needs to be on pay restoration."

[Read the PRRB report.](#)

TRIBUTE TO RESPECTED OFFICER



Dyfed Powys Police Federation has paid tribute to Inspector Gareth Earp who tragically died in a road traffic collision at the end of June.

Gareth (43) was travelling home from work on 29 June when he died in the incident on the A470 near Rhayader.

Federation branch chair Gareth Jones said he was a hugely respected officer and will 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 and more latterly during his time as inspector in Ceredigion, prior to his move to the Specialist Operations Dept in HQ," said Gareth.

"Gareth leaves behind his wife, Tamsin, and his three boys, Ethan, Theo and Joel. Our thoughts are with them at this difficult time.

"Our thoughts are also with the driver of the other vehicle involved in the collision."

Any officers who require support from the Police Federation are asked to contact their local workplace representative or the office in Carmarthen.

DIGITAL MEMORIAL

The service and sacrifice of police officers who were killed on duty will be permanently recorded in digital form for future generations.

The UK Police Memorial is pressing ahead with its 'world first' digital remembrance portal that will pay tribute to the 4,500 police officers and staff who have given their lives to policing across the UK.

The online resource will draw on data from the Police Roll of Honour Trust (PRHT), and is being developed with other partners, the College of Policing, Staffordshire University, Accenture and the National Memorial Arboretum.

[Find out more about the project.](#)

FEDERATION MEETS WELSH MPS TO PRESS FOR POSITIVE CHANGE

Dyfed Powys Police Federation has 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.

Branch chair Gareth Jones was part of a delegation from Welsh Federations and the national Police Federation of England and Wales (PFEW) to attend a drop-in event at the House of Commons on 12 June, hosted by the Rt Hon David Jones, MP for Clwyd West.

Gareth said: "We took the opportunity to discuss our members' current concerns, around pay and the cost of living. And the Federation drew attention to three ongoing campaigns which have fairness for our members at their heart.

Elizabeth Medal

"These were the #SimplifyDG6, where we are seeking to reduce the unnecessary and burden of paperwork involved in pre-charge stage of a case which is so time-consuming for our colleagues. We also pressed for the Elizabeth Medal, which would be awarded to the families of fallen officers, and our Time Limits campaign which is pressing for an end to open-ended misconduct investigations which leave our colleagues in limbo and are damaging to mental health



Secretary of State for Wales, David Davies.

and force resilience.

"In each case, the MPs listened and hopefully took on board what we had to say. It's important to build these relationships so that the Federation can help bring about the changes our members need."

In 2018 the Federation's national Protect the Protectors campaign resulted in a doubling of sentences for assaults on emergency services workers, demonstrating

that forging strong cross-party connections can pay dividends.

Additionally, the Police, Crime, Courts and Sentencing Act 2022 included provisions campaigned for by the Federation, including the police covenant, greater protection in law for police drivers and allowing Special Constables to join the membership.

Welsh Lead Nicky Ryan was present along with the Federation's national chair Steve Hartshorn and deputy national chair Tiff Lynch.

Honest conversations

Nicky added: "Face-to-face engagement with politicians is crucial if we want to get our voices heard - and what's great about drop-in events like this is, there are no cameras there, no media, it's a space to have those honest and open conversations.

"And it gives Police Federation representatives the chance to hear about the concerns and issues had by members of the public too. Of course, we have our own priorities and so do MPs - it's so easy to become tunnel-visioned with our own agendas.

"Having honest conversations with one another gives us all the chance to discuss both local and national issues that need to be addressed."

“ Having honest conversations with one another gives us all the chance to discuss both local and national issues that need to be addressed. ”





MINISTER DEFENDS POLICE

Britain's police officers are "incredible people" and the public should be proud of them, a Government minister has said.

Johnny Mercer launched a passionate defence of policing in the face of recent criticism and warned one-off incidents should not be taken out of context.

The veterans' affairs minister's comments were welcomed by Dyfed Powys Police Federation.

Speaking after reports of an incident in which a PCSO apparently failed to respond to a member of the public's calls for assistance, Mr Mercer told Good Morning Britain: "I am an extremely strong supporter of the police.

"You hear of these incidents but you have to bear it in the context of the hundreds of thousands of amazing police officers who every day go out and work in their communities, who prevent crime, who run towards danger, who put themselves in personal danger - often unarmed - in order to save lives and protect the public."

Mr Mercer acknowledged recent scandals had knocked public confidence in policing and said senior officers would accept there were serious issues that needed addressing.

"Nobody can gloss over the problems

there have been in the police and these have been found out by professional bodies over a sustained period of time," he said.

"But we have to look at this realistically and be honest and the honest truth is the vast majority of police officers serve their communities in a manner in which we should take exceptional pride. They are exceptionally brave.

"I would never discourage anyone against going to the police. If you look at the odds you can almost guarantee that you are going to get an outstanding service."

The minister warned of a growing trend to be critical of the police service and hold it in a negative light.

He said: "I think it has become slightly unfashionable for people to stand up for these people who get out of bed every morning and try to do right by their communities and try to uphold the law.

"It has become more fashionable to highlight the minority and the tiny percentage of cases that go horribly wrong.

"I think these people are incredible, I think they do an exceptional service to the British public. We are really, incredibly lucky - look at some of the police incidents that go on abroad.

"We are incredibly lucky at the



Johnny Mercer.

standards of British policing, accepting that some have not met that standard over the years but you get that in any organisation.

"So I think we have to bear this stuff in context - nothing is black or white - and we should be incredibly proud of the British police."

Dyfed Powys Police Federation chair Gareth Jones welcomed Mr Mercer's comments.

He said: "Our members always do their very best to serve their communities with professionalism and dedication to duty so it is reassuring to get recognition from a Government minister.

"Police officers would accept there is room for improvement in aspects of what we do but always strive to provide the best possible service to the public."

“ We have to look at this realistically and be honest and the honest truth is the vast majority of police officers serve their communities in a manner in which we should take exceptional pride. They are exceptionally brave. ”

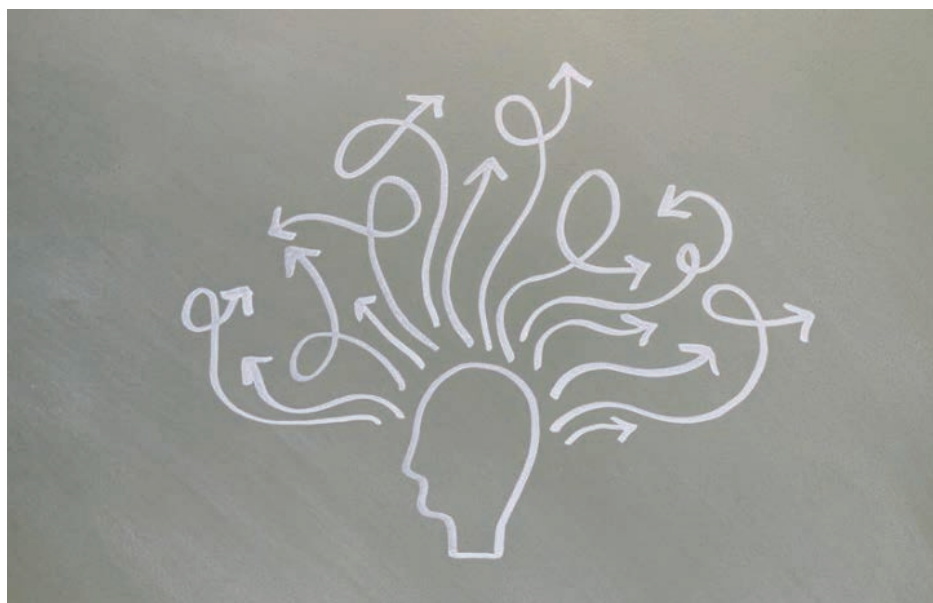
WHO HELPS THE HELPER?

Fed member tells how they hit rock bottom as Federation marks Mental Health Awareness Week

"I remember the psychologist comparing my head to a sponge that had become saturated due to so many years of trauma. And how one day, it had all got too much and everything started to spill out - I just couldn't take it anymore."

A police officer has told how on their darkest day, they left a suicide note for their family as they planned to take their own life. And, five years later, they bravely shared their story as part of Mental Health Awareness Week (15 - 21 May).

The Dyfed Powys Federation member, who has chosen to remain anonymous, says that spending decades in the Force led to them feeling 'emotionless'.



“My colleagues, my line managers and the Federation. I'll be forever grateful to them all. I genuinely can't thank them enough for helping me get back to work and where I am now.”

"Who helps the helper?" they said, "It's not normal to see the things we see, we're still all human."

"I remember I'd attended some horrific jobs, all pretty close together - one of which was a colleague who had committed suicide, and we were first on the scene."

"As a police officer, you're expected to wear this mask, an armour. I felt embarrassed talking about how I was feeling. During my first ever counselling session, I spent 45 minutes crying - I was so ashamed, I didn't ever go back."

"I felt totally isolated. I was totally isolated, and that's when I crumbled."

Five-and-a-half-years ago, they wrote a

note to their family, saying goodbye. They walked upstairs to the attic and were just moments away from ending it all.

They said: "Something stopped me that day. I don't want to talk about it, but that something saved my life."

They then chose to reach out to their parents, who encouraged them to seek medical support.

A diagnosis of complex Post Traumatic Stress Disorder (PTSD) and depression followed, which led to them being signed off work for several months and prescribed medication.

"All I ever wanted to be was a police officer. It was my dream but at that point, I could never imagine returning to the Force," they added.

Phenomenal support network

"But I had a phenomenal support network around me. My partner, my children, they have seen me hit rock bottom. They are all amazing."

"My colleagues, my line managers and the Federation. I'll be forever grateful to them all. I genuinely can't thank them enough for helping me get back to work and where I am now."

They explained how it has taken a long time, learning to get to where they are today, with each day 'still a battle'.

"It's been a long, hard process. I think people - me included - think that you get medication and overnight, you'll feel better, but that's not how it works. It's horrible, there's no quick fix solution," they said.

"But I understand a lot better now than I used to. I constantly used to think, why me? Why am I feeling like this? When so many of my colleagues see the same things as me, yet, they're OK."

"And now I'm trying to normalise it. There's still a huge stigma surrounding mental health - I know some of my colleagues look and treat me differently now, after knowing what I went through."

Mental health

"It makes me sad to think others don't have the people around them I did, and I can see why police officers feel they want to take their own life."

"And as much as I really don't like the phrase, 'it's OK not to be OK', in this case, it really is."

"I know how much of a toll mental health can have on you. I feel exhausted, I've never been so tired. But if by sharing my experience I can help just one person, it will make talking about it worth it."

If you are struggling with your mental health, then please speak to your line manager or the Police Federation.

MEN'S HEALTH WEEK: THE GIFT OF LIFE

Police Federation National Board member Leigh Godfrey shared his experience of donating a kidney to save his dad's life for Men's Health Week.

Writing in a blog on the Police Federation website, Leigh said he wanted to encourage a healthy work environment where men feel safe to discuss health or wellbeing issues.

Leigh, National Board post-incident lead and Region 7 (Wales) representative, said: "Due to health issues centred around diabetes, my father had renal failure and needed an urgent kidney transplant – he had insufficient time to be put on the transplant list and wait.

"Enter me from stage right, and despite massive protest, reservations and objections from my father, he eventually conceded and allowed me to donate a kidney.

Leigh Godfrey.

"Ten years later and a kidney lighter, my father's (my) kidney is still performing well."

He hopes that by telling his story it will encourage officers to share the burdens they may be carrying.

Leigh, who is a South Wales officer, said: "If anyone else is in a situation where they could be a live donor for someone, I'm more than happy to discuss in further detail. For me, it was absolutely worth it.

"Had I known before what I knew now, if it were possible, I would absolutely donate my kidney to anyone. After all what is better than giving someone the gift of life?"

Dyfed Powys Police Federation chair Gareth Jones said: "Men's Health Week

provides a chance to talk about health issues and Leigh's brave story is a brilliant example of that and how he transformed his father's life.

"Hopefully, it will help members to be able to open up and talk about the issues they face.

"And hopefully it also opens up conversations about your wishes around organ donation, which can help save and change the lives of other people."

[Read Leigh's blog in full.](#)

**MEN'S
HEALTH
WEEK**

'UNDER-FUNDING HAS HIT POLICING'

Cutbacks and under-funding in policing had a huge impact on officers and the fall-out is still being felt today, according to Dyfed Powys Police Federation.

Acting branch secretary Ceris Davies spoke out after a new His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) report into police performance found officers were increasingly under-resourced and under-skilled, with forces not doing enough to understand why such a large proportion of its workforce are leaving and having any plans in place to tackle it.

The report found members of the public were suffering as a result with too many people being failed at the first point of contact.

Ceris said: "We accept that policing is facing some enormous challenges but the problems of today can be traced back to the start of the cuts to funding and resources the service has been subjected to over the last 13 years.

"Our members always try to provide the very best service they can to the people of this region and do so with great professionalism and determination.

"But there is no doubt their role has changed over the years and a lot of that change has been driven by cuts to funding and resourcing and the inevitable departure of many experienced officers.

"This means public expectations are sometimes not realistic and that has led to something of a breakdown in confidence and trust which could take many years to restore.

"Officer numbers are back to 2010 levels now thanks to the Police Uplift Programme but the reality is we still need more officers to be able to deliver services the public expects."

Ceris said years of real-terms pay cuts had affected officer morale and left members feeling undervalued.

"Pay has been a massive issue for many years now but really came into focus after the pandemic when our members risked life and limb on the frontline and were then rewarded with a pay freeze the following year," she said.

Ceris' comments came in response to a report from [an HMICFRS report on police performance](#) which brings together significant findings from the 2021/22 police effectiveness, efficiency and legitimacy (PEEL) inspection programme.

FORCE BECOMES AN OFFICIAL ENDOMETRIOSIS FRIENDLY ORGANISATION

The Federation's wellbeing lead says the Force becoming an official Endometriosis Friendly Organisation is a 'positive move' and one that he hopes gives female officers living with the condition the 'confidence they need to open up in the workplace'.

Dai Gaskins says news that Dyfed Powys has become an 'Endo-Friendly Organisation' proves the Force is evolving.

The Endometriosis Friendly Employer scheme allows organisations to demonstrate their commitment to developing a working environment and culture that enables employees with endometriosis to thrive at work.

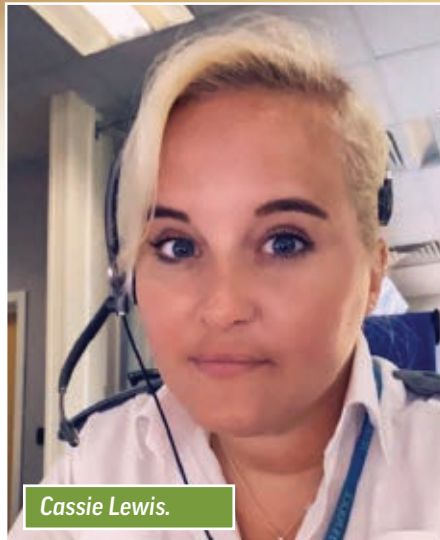
"We've come a long way over the last few years and I feel like the barriers are being broken down. When I was a shift sergeant many years ago, I was definitely aware of women who lived with gynaecological issues but nobody really seemed to understand them, especially endometriosis," said Dai.

"Rewind to when women were turning up for work wearing trousers with an elastic waistband for comfort but then being challenged. They would then have to defend themselves.

"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 because they were in so much pain."

Endometriosis is a serious and chronic disease, caused by the lining of the womb growing in other places. It can result in severe and life-impacting pain, as well as bloating, nausea, fatigue, depression, anxiety and infertility.

When an organisation signs up to be an Endometriosis Friendly Employer, they will be given a certificate to display showing their commitment, be put on the list of



Cassie Lewis.

signatories on the official website and receive a copy full of useful information to refer to.

Dai continued: "I think things started to change around 10 years ago when line managers began to understand that some officers did need that additional support.

"Over time, through awareness raising and challenging the norm, changes are starting to be seen - and becoming an 'Endo-Friendly Organisation' is proof of this."

One of the main changes becoming an Endometriosis Friendly Employer brings is providing sufferers with a 'wellbeing passport', which they can show if they experience a flare-up.

Cassie Lewis, a Force intelligence support officer, who was diagnosed at the age of 25 with endometriosis seven years ago, says the Force becoming an Endometriosis Friendly Employer is 'amazing'.

"I was beaming with pride when I found out," said 31-year-old Cassie.

"I'm so proud of how far the Force has come. Endometriosis does not define my ability to work. Having this status, and being able to use a 'wellbeing passport'

means I can adapt my duties or environment, so I can continue working, but more comfortably.

"It might seem like a small change for most people but, for those who are suffering, it will make such a big difference.

"Endometriosis does not define who I am and it certainly doesn't define my ability to work."

Cassie is part of the Force's endometriosis working group, which aims to educate colleagues and raise awareness of the condition.

"Talking is so powerful. It makes such a difference to talk to others and not hide away from the condition. And I genuinely believe that by opening up more, we're changing attitudes," she says.

In March, as part of Endometriosis Awareness Month, Dyfed Powys Police held a networking event, which was led by a specialist nurse and gave officers and staff suffering from the condition the opportunity to meet up and share their experiences.

"If you had told me when I was diagnosed that I'd be sitting here, five years later, with a specialist endometriosis nurse talking so openly about the condition, I wouldn't have believed you," added Cassie.

"We actually had a number of line managers turn up to the event, just because they wanted to know more, so they could better support their team. It really is amazing to see how far we have come."

The Force also has 'Endometriosis Champions' who are not medical professionals, but can chat to those who need it.

"It's a bit like a buddy scheme," Cassie explained.

"They are there to offer little snippets of advice or signpost people - whether they are living with endometriosis themselves, or know somebody who is - to places of information.

"I'm so passionate about all of this because I feel like I didn't have any of this guidance or advice when I was diagnosed."

There is more information on endometriosis and the support available on the Force's intranet.

“Talking is so powerful. It makes such a difference to talk to others and not hide away from the condition. And I genuinely believe that by opening up more, we're changing attitudes.”

FED WELCOMES APPOINTMENT OF POLICE COVENANT CHIEF MEDICAL OFFICER

Dyfed Powys Police Federation has welcomed the appointment of chief medical officer to help deliver key elements of the Police Covenant.

Professor John Harrison is taking on the role and brings with him years of experience, nine of which have been working with Devon and Cornwall Police as their chief medical officer.

Branch chair Gareth Jones said: "Obviously, having a medical officer who has experience in policing is to be welcomed.

"We want to see progress made around the physical and mental health of our members so this is an important step.

"The levels of support officers receive for their physical and mental health currently vary from force to force and hopefully this role within the Police Covenant will drive change and bring some uniformity across the service nationally."

Prof Harrison acknowledged his main challenge will be ensuring consistent policies across 43 Forces when each has its own priority.

He said: "When it comes to national consistency, that's the problem.

"One of the key challenges I see is that all 43 different police forces come with their own set of priorities.



Professor John Harrison.

"One of my goals is to focus on pulling together a network of people to support and operationalise a national agenda, so all forces can roll out the same policies and ways of working."

He continued: "It is a postcode lottery. The variation between what different forces offer is massive and there's a huge amount

of work that needs to be done in this area.

"I want to change the narrative around occupational policing, not only for our officers but so that we can recruit better too. I think the police is a very exciting place to work and I want to help other healthcare professionals see that."

Prof Harrison's appointment comes shortly after the Police Covenant revealed their latest priorities includes, to scope the current support in place in relation to healthcare pathways for the police workforce through further NHS Engagement.

The majority of his career has been spent working with the NHS, specifically as an occupational physician, using his core medical training to better understand ongoing issues in employment.

He said his priorities also included clinical governance and making sure everything done within the police surrounding the health of officers was carried out safely.

"It's so important that police forces are looking after their people properly. I'm here to not only help the organisation but to help officers too," he said.

"I recognise it's going to be a marathon, not a sprint but I'm confident we will get there."

Invest in
your health

SET STANDARDS NEEDED SO FORCES CAN SUPPORT NEURODIVERSE OFFICERS, SAYS FED CHAIR

Dyfed Powys Police Federation chair Gareth Jones has called for set standards for the way forces support neurodiverse officers.

Gareth said that guidance was needed to prevent disparities and inequalities and to provide the best possible support for neurodiverse colleagues.

"Many of our colleagues are neurodiverse and there will be some who suspect they may be or are unaware they are," he said.

"At the moment there are discrepancies in the way they're supported – through an assessment, for instance – and in the adjustments needed to flourish in their role.

"Those forces that understand the benefit of supporting officers through an assessment will benefit from different ideas, different solutions and different ways of looking at the world.

"But it isn't fair that other forces don't provide that support and will expect them to fund their own assessment or join a waiting list – effectively creating a postcode lottery within the service.

"We need to create spaces for neurodiverse colleagues to be heard and for senior officers to make sure they're listened to, so that we're making the most of the



skills of all of our officers.

"Some forces are getting it right but others aren't, which is why there needs to be set standards across policing to ensure neurodiverse officers are the best police officers they can be."

NEW NON-DEGREE ROUTE COULD COMPROMISE STANDARDS

A new non-degree route into policing will compromise standards and could harm officers' career opportunities, according to the chair of Dyfed Powys Police Federation.

Gareth is concerned the proposals will create a two-tier entry system and could impact the future pay and remuneration of officers taking the new route.

The National Police Chiefs' Council (NPCC) has given its backing to a Level 5 non-accredited learning programme which would be equivalent to a diploma of higher education (DipHE).

However, Gareth has added his voice to the growing numbers urging the NPCC and the College of Policing to revisit the plans and ensure any new non-degree route would be accredited to educational Level 6.

EXTRA BEREAVEMENT SUPPORT

A free bereavement counselling service is now available for Dyfed Powys Police Federation members who need support following the death of a colleague in the line of duty or by suicide.

Oscar Kilo, the National Police Wellbeing Service, has teamed up with bereavement support organisation Just 'B' to provide members and relatives with access to bereavement counselling.

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Special Offers



SCAN ME!

Exclusive new car leasing deals for all federation members and family members. Discounted monthly rentals on over 40 brands and hundreds of models. Alternative payment and mileage profiles are available on request. Images shown are for illustration purpose only. E&OE. Offers expire 30th Aug. 2023. Figures quoted include VAT. *Terms & conditions apply.