

CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
FEBRUARY 2023



BRAVE OFFICERS HONoured

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SECRETARY'S SUMMARY



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

Welcome to this our first magazine of 2023 and, since it is our first publication since last summer, I would like to begin with a bit of an overview of 2022.

For me, the key event of the year was the sad loss of Her Majesty Queen Elizabeth, the only monarch many of us had known and an incredibly inspiring figure in terms of the meaning of service.

The nation mourned her passing with an outpouring of grief and respect perhaps best exemplified by the sheer number of people who poured into the capital to file past her coffin or line the streets on the day of the funeral.

For our police service, this was a moment to shine and, having been part of the Police Federation's support contingent, I can honestly say it was a privilege and an honour to be able to do my bit to provide back-up to the officers involved in what turned out to be an outstanding frontline policing operation. I am sure this will be repeated again in May when policing will once again step up to provide policing for the coronation of King Charles.

Around 10,000 officers were involved in policing the funeral and Dyfed Powys Police Federation joined a number of branches offering them support with its welfare van.

I was joined by treasurer Nick Jenkins in London and was able to provide refreshments, guidance and support to officers from across the UK. As the office officials, we volunteered to attend to avoid further officer abstractions from the Force since it had already sent 100 officers to London to carry out patrols, security work and other policing duties. Since we also have an in-depth knowledge of Police Regulations, we were able to offer advice and answer officers' queries and were also able to liaise with senior officers at the helm of Operation London Bridge.

Just a few weeks earlier, the welfare van, which is funded by Dyfed Powys Police Federation, the Chief Constable and the Police and Crime Commissioner (PCC), had completed its first major deployment - being available for officers sent to Birmingham as the city hosted the Commonwealth Games. Once again, this was a resounding success and I was proud of

COVER PHOTO: In the garden at No 10 Downing Street for the national Police Bravery Awards reception are (left to right) PCs Nikita Matthews, Lucy Morris and Paige Morgan. Photograph courtesy of Anderson Photography.

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the officers involved in the policing operation and the Federation back-up provided to ensure they had access to refreshments, somewhere to take a break and advice and support.

The welfare van has proved to be an incredibly popular resource and, closer to home, during January has been visiting officers around Pembrokeshire. Of course, with the geography of our Force area, it can't be everywhere so we have joined forces with the PCC again to secure a second van and this will be delivered during February.

Around 10,000 officers were involved in policing the funeral of Her Majesty Queen Elizabeth and Dyfed Powys Police Federation joined a number of branches offering them support with its welfare van.

While the welfare van has enabled us to get out and about and provide a visible presence, we have also seen changes within the branch with the Force agreeing to a third, full-time official in the office. Nick Jenkins, who has 19 years' service and five years as a workplace representative under his belt, is now treasurer and assistant conduct lead. He is also taking a key role in supporting Specials, who since last summer have been able to join the Federation, and student officers, a significant workload given the number of new recruits taken on during the Uplift Programme.

Since starting in the office in September, Nick has made great in-roads, taking on extra responsibilities, providing invaluable support to both myself and chair Gareth Jones but above all, offering advice and guidance to members.

Looking beyond the branch, another key change within the Force during 2022 was the appointment of the new Chief Constable, Dr Richard Lewis.

We have already developed an effective working relationship with the Chief. We won't always agree. He has a clear understanding of the direction in which he wants the Force to go and, for our part, we will steadfastly represent our members' views and opinions as they go on this journey with him.

We are embarking on these changes at a time when policing is once again under intense scrutiny due to wrongdoing by an individual who has no place in the service. A very small minority of officers have managed to damage the reputation of the vast majority and, as a service, we now have a mountain to climb in terms of restoring the public's faith in policing.

Finally, I would just like to make special mention of the three Dyfed Powys officers who I had the honour and privilege of accompanying to the Police Bravery Awards 2022 in London in July.

Lucy Morris, Nikita Matthews and Paige Morgan all had less than five years' service in the Force, and in fact Nikita was still in her probationary period at the time of the incident



The Dyfed Powys Police Federation welfare van on deployment in London.

for which she was nominated for the award.

You can read more about their nomination and the awards in this magazine, but I just wanted to draw further attention to them and what they symbolise: young officers signing

up for policing, giving it their all and putting their own lives on the line to protect their communities. Day in, day out, this is what police officers do and this needs to be acknowledged far more than it actually is.



Nick Jenkins (left) and Roger Webb were on hand to offer refreshments and support.

'OFFICERS FEEL BETRAYED BY THE GOVERNMENT'

Dyfed Powys Police Federation chair Gareth Jones says members feel "betrayed" by the Government as the findings of a new survey reveal almost two out of 10 officers on the Force are struggling to make ends meet.

Gareth called for urgent changes to pay, police funding and the way in which officers are treated as the survey (published on 11 January) shows more than eight out of ten officers feel morale in the Force is low or very low.

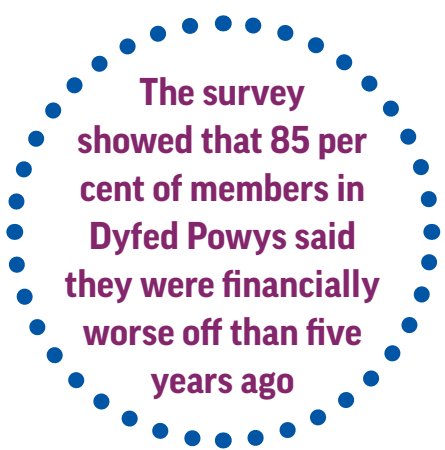
The Federation's annual national pay and morale survey found that 19 per cent of respondents from Dyfed Powys Police reported never or almost never having enough money to cover all their essentials, while 85 per cent said they were financially worse off than five years ago.

Some 45 per cent of respondents said their personal morale was low or very low while 81 per cent said morale in the Force was low or very low. The average across Wales was 51 per cent and 84 per cent respectively.

The survey - which gathered responses from 416 rank and file officers (34 per cent of the Force) - found that almost nine out of ten (89 per cent) felt they weren't respected by the Government.

Eight per cent said they intended to resign from policing in the next two years or as soon as they can, citing how the police are treated by the Government and morale (both 88 per cent), and pay, the impact on family and personal life, and the impact on their mental health (all 73 per cent).

Gareth said: "These results are damning and worrying. Morale is low in our Force



The survey showed that 85 per cent of members in Dyfed Powys said they were financially worse off than five years ago

and across policing in general and it's clear that our members feel betrayed by the Government.

"Almost nine out of every 10 members feel the Government doesn't respect them and that's borne out by the evidence of 12 years of real term pay cuts, underinvestment in the service, cuts to police officer and staff numbers, and the constantly negative rhetoric.

"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.

"The slight crumb of comfort is that morale in Dyfed Powys Police is not quite as bad as in other forces in England and Wales - but that's hardly anything to brag about.

"The Government needs to make changes now to lift our members out of financial difficulty and to rebuild their battered morale."

Other key findings in Dyfed Powys were:

Engagement

- 63 per cent said they would not recommend joining the police to others
- 55 per cent said they did not feel valued within the police service.

Workload and working time

- 63 per cent said that over the last 12 months, their workload has been too high or much too high
- Four per cent said that they have never or rarely been able to take an 11-hour break between shifts in the last 12 months
- 34 per cent feel always or often pressured into working long hours over the last 12 months.

Safety, violence and physical injuries

- 35 per cent have experienced verbal insults such as swearing, shouting and abuse at least once per week in the past 12 months
- 14 per cent have experienced unarmed physical attacks such as struggling to get free, wrestling, hitting and kicking at least once per week in the past 12 months
- Only 11 per cent reported having access to double crewing at all times while on duty
- 10 per cent reported they had suffered one or more injuries that required medical attention as a result of work-related accidents in the last year
- 16 per cent reported they had suffered one or more injuries that required medical attention as a result of work-related violence in the last year.

Health and wellbeing

- 79 per cent indicated that their overall physical health is good or very good
- 35 per cent said they find their job very or extremely stressful
- 72 per cent indicated they had experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the last 12 months.

[Read the full report here](#)

“Almost nine out of every 10 members feel the Government doesn't respect them and that's borne out by the evidence of 12 years of real term pay cuts, underinvestment in the service, cuts to police officer and staff numbers, and the constantly negative rhetoric.”



The three brave officers with First Minister Mark Drakeford.

FIRST MINISTER HONOURS BRAVE OFFICERS

Three courageous Dyfed Powys Police officers who were nominated for a Police Bravery Award were honoured at a special reception in Cardiff.

PCs Lucy Morris, Nikita Matthews and Paige Morgan joined fellow nominees from the Welsh forces at an event hosted by First Minister Mark Drakeford, deputy minister for social partnership Hannah Blythyn and the minister for social justice Jane Hutt at Cathays Park 1, the Welsh Government building in the city centre.

Speaking after the reception in November last year, PC Morris said: "It was lovely to have further recognition from the Welsh Government on top of the national awards we attended in July.

"The First Minister really listened to our accounts and asked questions about police training and support that no other politician has ever asked us about."

Federation national chair Steve Hartshorn, National Board member for the Welsh region Zac Mader and Welsh affairs lead Nicky Ryan were also at the reception.

Nicky said: "We are extremely proud of the officers from the Welsh forces who were nominated for Police Bravery Awards this year.

"Each of them has shown incredible courage in very difficult circumstances and although they have all downplayed their parts, they are fully deserving of this recognition from the Welsh Government.

"It is important that policing feels it has the support of the Welsh Government and events like this show the unique and vital role our members play in Welsh society is recognised by our elected leaders."

The three Dyfed Powys officers were nominated for showing quick-thinking as well as bravery when they responded to reports of a man with mental health issues issuing threats and "messing with petrol".

The three PCs used their police vehicle to control the man in as safe a way as possible, so the suspect sustained only a minor leg injury as a result.

For a full report on the Police Bravery Awards, see page 14.

FORCE PAYS FOR SPECIALS TO JOIN THE FEDERATION

Special Constables who wish to sign up for membership of Dyfed Powys Police Federation are having their fees covered by the Force.

Chief Constable Dr Richard Lewis has agreed to cover the subs of volunteer officers, after a successful campaign by the Police Federation of England and Wales (PFEW) led to a change in the law, allowing Specials to join the organisation from July last year.

It would be 'unfair' to expect them to pay their own subs to access Federation support and services, when they already volunteered their own time to work alongside their regular colleagues to serve their communities, said Dyfed Powys Federation Chair Gareth Jones.

He added: "The act made Specials eligible to subscribe to the

Federation so that they could access the range of support and representation that we can offer them.

"We look forward to welcoming Specials to Dyfed Powys Police Federation and would urge them to contact their local workplace representatives or our office team if they want to know more about how we can help them and how to subscribe."

In 2020, special constables in the UK volunteered three million hours for free.

PFEW Special Constabulary Lead Dave Bamber said: "Specials play a dangerous and difficult role in society, and they need support in the workplace to ensure they are treated fairly and not disadvantaged and the Federation will be there to offer that support."

MPS ADD THEIR SUPPORT TO ELIZABETH MEDAL CAMPAIGN

Dyfed Powys Police Federation secretary Roger Webb says he's delighted a campaign for a posthumous award to honour fallen officers has gained the support of a number of Westminster MPs.

Now Roger has called on ministers to "make the Elizabeth Medal a reality" after it was debated in the Houses of Parliament for the first time.

The Medals for Heroes campaign was officially launched by the Federation, the Police Superintendents' Association and the Prison Officers' Association in April.

The campaign is calling for recognition for emergency services workers, including police officers, who make the ultimate sacrifice in the line of duty.

The award would be called the Elizabeth Medal and would be similar to the Elizabeth Cross, which is awarded to the bereaved relatives of members of the British armed forces killed in action.

Roger said: "I'm delighted that the Elizabeth Medal has been debated in Westminster, though for me and everyone else in the policing family we're not sure what there is to debate.

"We all want the medal to be introduced to recognise the sacrifice of all too many of our colleagues.

"It feels like a significant moment in the campaign, to have it publicly acknowledged, discussed and supported in Parliament.

"Now it's time for the Government and ministers to make the Elizabeth Medal a reality. It would mean so much to so many."

The backbench debate was secured by Wendy Chamberlain, the Liberal Democrat spokesperson for Work and Pensions, and Chief Whip.

Moving her motion, Ms Chamberlain told MPs: "We have long-standing awards



for gallantry, sacrifice and service, for those who have given to our country in all sorts of different ways. It is right that such service deserves recognition, and the recipients and their families are rightly proud.

"But sadly, there are those who have equally served their country and have made sacrifices who are not being recognised as they should.

"No reward or recognition can replace the loss of a loved one, but if we can go some way to make them feel like that loss has been recognised, it is very important."

She spoke of how she joined Lothian and Borders Police in 1999, serving for 12 years as a police officer. Her father and her husband were also police officers. Indeed, her father also won a Royal Humane Society award in 1983 for rescuing a man from drowning in a dock.

The Medals for Heroes campaign has also been supported by Bryn Hughes, whose daughter PC Nicola Hughes and her Greater Manchester Police colleague PC Fiona Bone

were murdered 10 years ago, and the families of fallen officers across the UK.

"There are many families with ongoing campaigns for justice," Ms Chamberlain added, "That is why I am here with other members, calling on the Government to institute a new award for emergency service workers.

"It is part of the royal prerogative to determine honours and awards, but the Prime Minister does give advice on such matters, so I would argue that it is entirely within the Government and Prime Minister's purview to put forward the recommendations, endorsed not only by members in this place but professional bodies across the country, for a new award."

Johnny Mercer, the Minister for Veterans' Affairs, concluded the debate with a pledge to support the campaign.

He said: "I will take this forward and hope that this year, with a bit of drive and energy, we can bring the campaign to a conclusion with which we are all happy."

MEDAL CAMPAIGNER BRYN HUGHES CONGRATULATED ON MBE

Dyfed Powys Police Federation has praised the work of Elizabeth Medal campaigner Bryn Hughes and congratulated him on the MBE he received in the New Year Honours.

Bryn, whose daughter PC Nicola Hughes was murdered in 2012 alongside fellow Greater Manchester Police PC Fiona

Bone in a gun and grenade ambush, is the driving force behind the campaign for a posthumous award for officers killed on duty.

The former prison officer said Nicola would be proud of his MBE which he received in recognition of his work

supporting young people who have lost family members through violent crime.

Dyfed Powys Police Federation chair Gareth Jones said: "Bryn has been a great inspiration and he fully deserved to be recognised for his efforts in helping young people."



POLICE DRIVERS MUST STAY IN TICKET OR LOSE LEGAL PROTECTION

Tim Rogers, the Federation's national lead for police pursuits and driver training, is advising colleagues not to drive a police vehicle if they are not up to date with their police driver training.

If not, they will not be protected by the protection in law afforded to them under the Police, Crime, Sentencing and Courts Act, introduced last year.

Mr Rogers said: "The new regulations impact officers trained to drive police vehicles. Their driving will no longer be assessed by the standards of the careful, competent driver, as was previously the case, but will now be judged by those of their careful and competent colleagues who have completed the same level of prescribed training.

"The change in the law, which means police officers' skills and professional training will be recognised, is welcomed

but, as ever, there is a note of caution in that we must now ensure that all drivers are 'in ticket' with their training.

"My advice to any officer who is not up to date with their police driver training is very simple – don't drive a police vehicle because if you do you could be vulnerable to prosecution."

National Police Chiefs' Council (NPCC) police driving lead DCC Terry Woods called the change in law an "excellent step forward for police drivers" adding that standardisation in training would also bring establish minimum standards and make roads safer.

A new FAQ document has been produced by the Police Federation of England and Wales and the NPCC and aims to help officers better understand the new laws regarding their driving. [Go here to read it.](#)

"Quite simply, the previous legislation did not recognise the training that police response drivers undertake and the tactics they may need to employ when responding to emergencies or pursuing criminals," said Mr Rogers.

"Police driving schools have had months now to ensure that they are compliant with the requirements of the legislation and have undertaken self-assessment exercises. But the onus is on the individual officer to make sure that they only drive when they are up to date with the prescribed training as defined in the regulations and legislation."

As a result of the change in legislation, police driving schools are likely to be licensed in a similar way to firearms units, since there is a higher incidence of risk, and the College of Policing will issue new Authorised Professional Practice (APP).

REVIEW OF POLICE DISMISSALS

The Home Office has announced plans for a review of police dismissals "to raise standards and confidence in policing".

Dyfed Powys Police Federation chair Gareth Jones said he welcomed the review, which follows Baroness Casey's interim report into the culture and standards at Scotland Yard, but warned any changes to misconduct proceedings had to remain fair and transparent.

Gareth said those who failed to meet the high standards expected of police officers deserved to be removed from service.

He explained: "The vast majority of our members would be the first to say good riddance to colleagues who let down the

Force and public through misconduct or criminal behaviour.

"We support any measures that would streamline the misconduct system and improve the process of rooting out officers who fail to meet the standards expected of them.

"The majority of our members are hard-working, dedicated and honest professionals who put their lives on the line every day to protect their communities.

"But we have to accept the police service, like all large organisations, will have a few bad apples and we would back any measures to create a more robust mechanism to ensure they are removed from the Force."

TRIO OF BRAVE OFFICERS HONOURED AT NATIONAL AWARDS



Outside the famous black door are (left to right) xxxx, PCs Lucy Morris, Paige Morgan and Nikita Matthews and xxxx.

Three courageous Dyfed Powys Police officers who tackled an armed man as he walked towards a town centre have been celebrated at the national Police Bravery Awards.

PCs Lucy Morris, Nikita Matthews and Paige Morgan travelled to London where they were joined by fellow nominees from across England and Wales at a special Downing Street reception hosted by then Home Secretary Priti Patel.

They then attended the awards presentation ceremony later that evening alongside Dyfed Powys Chief Constable Richard Lewis, Police and Crime Commissioner Dafydd Llywelyn and Dyfed Powys Police Federation branch secretary Roger Webb.

The trio were shortlisted after fearlessly responding to reports that a man with mental health issues was drunk, issuing threats and “messing with petrol”.

A concerned family member made a call to the police explaining there was a man outside their property, acting erratically in possession of an air rifle.

When the three officers arrived at the house in Llandrindod Wells last October, the man pointed the rifle at them and forced them to back off. While attempting to communicate with him, he continued to raise the rifle when they tried to approach.

Members of the public were in the area and the three officers were doing their best to keep them back, but the man then began to walk towards the centre of the town.

PC Morris, who is also a Dyfed Powys Police Federation workplace representative, PC Matthews and PC Morgan took the decision to use their police vehicle to control the man. This was done in as safe a way as possible, and the suspect sustained a minor leg injury as a result.

Roger said: “I was honoured to attend the Police Bravery Awards with our three incredible nominees. These officers showed composure as well as bravery in dealing with this incident.

“The man was armed with an air rifle so this was potentially an extremely dangerous incident for members of the public, the police officers and himself.

“These officers should be very proud of the way they dealt with the situation and are fully deserving of this bravery award nomination.”

Speaking at the Downing Street reception, Ms Patel told the nominees: “Your work involves an extraordinary degree of sacrifice that should never be taken for granted. These awards play an important part in ensuring your deeds are recognised.

The officers also received warm praise and a message of thanks from Boris Johnson, prime minister at the time of the



The three Welsh nominees (third, fourth and fifth in the line-up) with their fellow nominees from the other three forces in Wales.



The Dyfed Powys contingent in the garden at No 10.

awards.

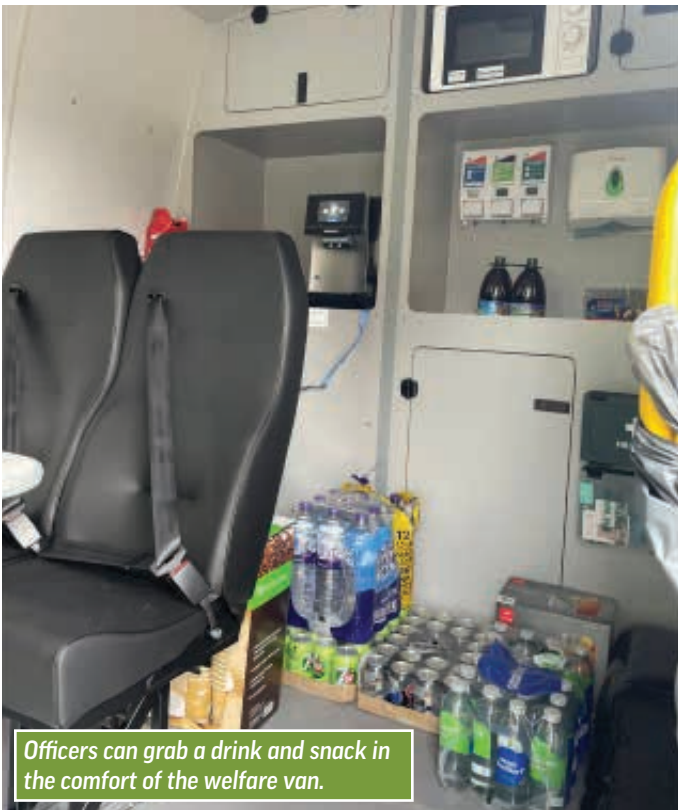
He said: “These acts of bravery, honoured here today by your colleagues and the public, are outstanding and in the finest traditions of policing. I salute each and every one of the fantastic nominees at the awards. You are truly the best of the very best.”

Speaking at the awards ceremony, Police Federation national chair Steve Hartshorn said: “The bravery shown by these nominees is truly outstanding. From putting their own lives at risk to save

others, facing violent attackers and terrifying weapons, to rescuing people from perilous situations in fast flowing water or stranded hundreds of feet in the air, they have faced danger head on.”

The annual bravery awards are organised by the Police Federation and sponsored by Police Mutual.

This year’s overall winner was Lincolnshire Police’s PC Steven Denniss who was stabbed as he tackled a double murder suspect he had spotted while off duty and out walking his dogs.



Officers can grab a drink and snack in the comfort of the welfare van.



A second welfare van has been secured for officers in northern areas of the Force.

WELFARE VAN WINS APPROVAL OF POLICE FEDERATION MEMBERS

D yfed Powys Police Federation members have been singing the praises of their new welfare van amid news that funding for a second vehicle had been secured.

The specially adapted van is equipped with a toilet, fridge, microwave, coffee, and tea-making facilities and features a retractable awning.

It has already seen action at the Commonwealth Games in Birmingham and was then despatched to London during the run-up to the Queen's funeral.

Branch secretary Roger Webb said the van was popular with officers and thanked Chief Constable Richard Lewis for his input.

Roger also revealed a second vehicle was being procured for the use of officers serving in the northern areas of the Force.

He said: "The Chief Constable has been very supportive and assisted in all aspects. We have secured a second van for the northern area of the Force. It's a great facility to have on large-scale

mutual aid operations such as the Commonwealth Games and the period of mourning after the death of the Queen but it's also extremely useful when officers are out at serious incidents and crime scenes for long periods and facilities are limited."

Welfare vans are becoming more popular across the police service as greater emphasis is placed on officer morale and wellbeing.

Roger said: "We take the wellbeing of our members incredibly seriously so in that respect the welfare van is an important addition to the facilities available to them.

"They work very hard, often in very challenging conditions, so they deserve to be looked after when it's cold and wet and they're out in the middle of nowhere.

"The van gives them somewhere to shelter for a few minutes, grab a cup of tea and biscuit and use the loo. Little things like that can mean an awful lot when you're at a remote crime scene, miles from the nearest shop or cafe."

FEDERATION EXTENDS FUNDING FOR WELFARE SUPPORT PROGRAMME

Branch secretary Roger Webb is encouraging members to look out for each other's mental health.

He said: "There's no other job like policing. It's hugely rewarding but we can be put in extremely difficult situations and experience traumatic events, which is why it's important that we take steps to look after our mental health.

"Often our colleagues are best placed to spot if we need support, which is why our Hear 'Man Up', Think 'Man Down' campaign encourages officers to look out for each other.



"And if members are struggling with their emotional and mental health, it's okay to reach out for help.

"The Federation is here for you and can help you get the support you need."

The Federation's Welfare Support Programme, run by the Defence Medical Welfare Service (DMWS) charity, exists to provide a range of confidential and independent services from clinical assessments to counselling with fully trained and accredited professionals.

More than 500 members have received timely and ongoing mental health support through DMWS, and the Federation has announced it is continuing to work with the

charity for another 12 months from December this year.

It offers:

- Practical and mental support
- Clinical assessments and dedicated counselling
- Person-centred support (via telephone or face-to-face)
- Access to fully trained and accredited professionals
- Independent and confidential support
- Referrals to appropriate follow-on specialist support

Find out more by contacting the Dyfed Powys Police Federation branch officials or workplace representatives.

‘IT’S NOT JUST ABOUT OFFICER NUMBERS’

Dyfed Powys Police Federation has backed calls for officers to be given more time and better resources to concentrate on fighting crime.

Former chief constable of Greater Manchester Sir Peter Fahy warned some forces were struggling to deliver basic services because the demands placed upon them had become too great and that public confidence had suffered as a result.

He was speaking after police chiefs pledged to send officers to investigate all home burglaries as part of a new set of standards, they hope will result in more crimes being solved and more offenders prosecuted.

Sir Peter told ITV’s Good Morning Britain: “The Government needs to remove from policing all these additional tasks that have been taken on. It is not just about the number of police officers, it’s what they do and whether they are given the freedom and the tools to concentrate on crime.”

“At the moment most frontline operational officers are very frustrated that they can’t concentrate on crime and criminals because they are picking up lots of other jobs as well, covering for social services and mental health services.”

Sir Peter’s comments came as the National Police Chiefs’ Council (NPCC) said an evidence review from the College of Policing had shown how swift attendance of officers at scenes of crime can increase victim satisfaction and aid investigations, as well as helping with the prevention of future crimes in the area.

His views were echoed by Dyfed Powys Police Federation chair Gareth Jones.

He said: “More than a decade of cutbacks



Sir Peter Fahy.

has left the thin blue line stretched to its limits at a time when demands on its services continue to increase.

“Most of our members joined the police to catch the bad guys but find themselves increasingly bogged down with paperwork or dealing with cases which should really be covered by social workers or mental health services.”

“If someone phones for an ambulance and finds none are available, they call us. If a vulnerable family needs help outside office hours, they call us. We will never say no to a call for help but clearly something has to give.”

“Freeing up our members to catch criminals and solve crime would be a great way to start increasing levels of public confidence and would also help improve morale and wellbeing across policing.”

The NPCC said police forces will prioritise attendance where people’s homes have been burgled, rather than outbuildings and garden sheds.

‘POLICING IS LIVING WITH CONSEQUENCES OF CUTS’



Tiff Lynch.

The deputy chair of the Police Federation rejected claims officers are “more interested in being woke than solving crimes”.

Speaking on TalkRadio, Tiff Lynch said that policing was now living with the consequences of more than a decade of cuts.

“We’re seeing the consequences of the actions of 2011. We were depleted in our numbers, and that’s not just frontline, that’s office staff as well,” she said.

“We told the Government of the day what would happen, that the cuts would have consequences. We’re not increasing our frontline. We’re making up the numbers that we lost in 2011.”

Tiff added that, with drastic increases in population, and more being asked of the police, “our officers can’t cope.”

Tiff highlighted the impact that the loss of experienced officers has had on policing and said those being recruited in the ongoing Uplift Programme would take years “to learn their trade”.

She said: “To be a police officer is a fantastic occupation – but we’re struggling to recruit, and once you’re into the police service you’ve got two years of probation. You’re learning your trade up until at least five years. And 75 per cent of workforce at the moment are five years and below.”

“We’re losing experience hand over fist – and it’s very concerning.”

[Listen to Tiff’s interview on TalkRadio.](#)



Most of our members joined the police to catch the bad guys but find themselves increasingly bogged down with paperwork or dealing with cases which should really be covered by social workers or mental health services. If someone phones for an ambulance and finds none are available, they call us. If a vulnerable family needs help outside office hours, they call us. We will never say no to a call for help but clearly something has to give.



FORCE'S TRIBUTE TO NATIONAL POLICE MEMORIAL DAY

The headquarters of Dyfed Powys Police was lit in blue to mark National Police Memorial Day in September.

The families, friends and colleagues of fallen officers joined police chiefs, officers and politicians for an emotional service at Belfast's Waterfront Hall on Sunday attended by around 2,000 people.

Dyfed Powys Police was represented by retired officer John Morgan, who was the brass ensemble musical director for the service. John, a founder member of the British Police Symphony Orchestra, served the Force for 33 years as a roads officer and instructor.

Gareth Jones, Chair of Dyfed Powys Police Federation, said: "It is incredibly important for the police service to pause to remember those who have made the ultimate sacrifice in serving their communities and to support their families, friends and colleagues.

"It was a humbling experience to be able to come together for the first time since the pandemic and pay our respects."

Leigh Godfrey, regional Federation rep, represented Wales and the South Wales branch, while Mick Antoniwi, the Counsel General and Minister for the Constitution in the Welsh Government, attended and met families of fallen officers.

During the service, candles were lit by relatives in remembrance of officers throughout the country who have lost their lives, one from each of the four nations.

Representing Wales was Sergeant Lowri Davies, daughter of PC Terence John Davies

of Gwent Police. He was 34 when he was hit by a stolen vehicle which failed to stop as he cycled home after a tour of duty at Maindee on August 23, 1990.

As a mark of respect for National Police Memorial Day, a number of force headquarters buildings across Wales – including the Force's own HQ – were lit up in blue and the Welsh Government followed suit with the Cathays Park 1 building in Cardiff which it currently occupies.

“It was a humbling experience to be able to come together for the first time since the pandemic and pay our respects

Home Secretary Suella Braverman, who gave a reading during the service, said: "To all the officers who lost their lives while working to keep us safe, we thank you and we honour you.

"Their bravery and commitment to their duty was unfaltering. Society owes them and their loved ones a debt we cannot repay, but it is one we will not forget.

"As Home Secretary I make a promise to give police the powers and tools they need to do their jobs safely."

Liam Kelly, chair of the Police Federation for Northern Ireland, read the names of officers who have lost their lives during the past year – PC Daniel Golding, Metropolitan Police, PC Craig Higgins, Greater Manchester Police, PC Alex Prentice, Northamptonshire Police, and PC Darryl Street, Civil Nuclear Constabulary.

He said: "National Police Memorial Day is an occasion to reflect and celebrate the best in policing not only in Northern Ireland but throughout the United Kingdom.

"Daily we see officers stepping up to the mark to safeguard communities and, sadly, on occasion, some officers are injured or lose their lives in the execution of their duties. This weekend, we say to assembled families that the police 'family' recognises, appreciates, and empathises with what you are experiencing and will never forget the sacrifices your loved ones made."

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played Abide with me and the Last Post was sounded.

Canon David Wilbraham MBE, national police chaplain and co-ordinator of National Police Memorial Day, said: "This is the first time the National Police Memorial Day family has been able to gather in remembrance since the pandemic. Today we held those lost in honour - their service and sacrifice will never be forgotten."

This year National Police Memorial Day will be in Wales, at St David's Hall in Cardiff, on 24 September.

‘PRRB MUST BE TRULY INDEPENDENT’

The secretary of Dyfed Powys Police Federation says it’s “unacceptable” that officers are relying on food banks as the ‘cost of living’ crisis continues.

Roger Webb said the impact of a decade of pay cuts and freezes – coupled with rising fuel, energy and food prices – means that some officers were making “difficult and painful” decisions.

He called for the Police Remuneration Review Body (PRRB) – the mechanism that sets officers’ salaries – to be truly independent of Government so that it can set “free and fair awards”.

Roger said: “We’re seeing the ‘cost of living’ spiral. Energy bills are out of control and food prices are soaring, and this is on top of a real term pay cut for officers of 20 per cent in the last decade.

“It’s resulted in officers having to use food banks, which really is unacceptable, and we’re seeing them having to make difficult and painful decisions about how they spend their money.

“This is not how we should be rewarding officers, who sacrificed so much during the pandemic and that is why we’re calling for the PRRB to be truly independent as, at the moment, the Government decides what it can consider and, ultimately, what officers will receive. It’s wrong and needs to change.”

His comments were echoed by the chair of the Police Federation for England and Wales (PFEW), Steve Hartshorn, who has called for “a reset of relations with the Government”.

The PFEW last year withdrew its support and engagement with the PRRB, labelling the mechanism as “not fit for purpose”.

Steve said: “The independence of the PRRB must be upheld and not influenced by



National Federation chair
Steve Hartshorn.

the Government by way of a remit to enable officers to have a fair pay mechanism, and the P-factor payment exclusive to policing must be included to ensure officers are paid fairly for the risks they take.

“We seek assurances from the Government that next year the PRRB will not be restrained by an unfair remit set by the Home Office, and that the unsustainable real-terms pay cut is addressed to ensure our members can afford to do the job they signed up for.

“We asked for a reset of relations with the Government, which is needed to ensure that the voice of our members is heard loud and clear at all levels of the Government every time decisions are made affecting their day-to-day lives.”



Home Secretary Suella Braverman.

HOME SECRETARY BACKS NON-DEGREE ENTRY ROUTE TO POLICING

Home Secretary Suella Braverman has promised to ensure a non-degree entry route into policing remains open and continues to deliver “officers of the highest calibre”.

This followed a backlash from chief constables, police and crime commissioners (PCCs) and Police Federation leaders last year, who all warned the degree requirement was having a serious impact on recruitment options.

Sixteen PCCs wrote a letter to Ms Braverman warning that up to 10 per cent of their officers were studying for the qualification rather than fighting crime with over-stretched colleagues on the frontline.

Dyfed Powys Secretary, Roger Webb said: “We have never agreed with this recruitment policy because you clearly don’t need to have a degree to be a good police officer.

“If we insist that every recruit must study for three years, we are simply going to put people off joining. We need officers out of the classroom and on the frontline where they can make a difference for the public.”

Since 2021, recruits had been required to have a degree or to join as an apprentice while they earn a qualification. The College of Policing insisted it gave officers recognition and accreditation as professionals.

But Ms Braverman told a conference for police chiefs that she had asked the college to consider options for a new non-degree entry route, alongside the process for recruits who took higher education.

“This is not how we should be rewarding officers, who sacrificed so much during the pandemic and that is why we’re calling for the PRRB to be truly independent as, at the moment, the Government decides what it can consider and, ultimately, what officers will receive. It’s wrong and needs to change.”

OSCAR KILO LAUNCHES NEW INITIATIVE TO TACKLE FATIGUE

The national police wellbeing service, Oscar Kilo, has launched a programme to help officers and staff combat fatigue and support long-term wellness.

The 'Nutrition for wellbeing programme' is designed to promote long-term health through food, looking at diet and how it can impact a person's long-term health and life expectancy, as well as performance, energy levels and mood.

Oscar Kilo sleep and fatigue lead Dr Yvonne Taylor said: "It's no secret that the human body is not designed to be awake at night, which is one of the reasons why it's so important for shift workers to look at what they eat and when they eat.

"The nutritional wellbeing programme is a toolkit, incorporating webinars, short videos and downloadable resources with hints and tips to help keep on track."

The programme comes after results from the annual national policing wellbeing surveys indicated that fatigue is an issue within policing.

"It's all about balance - nutrition, sleep and exercise are like three pillars that support and promote good mental and

physical health," continued Yvonne.

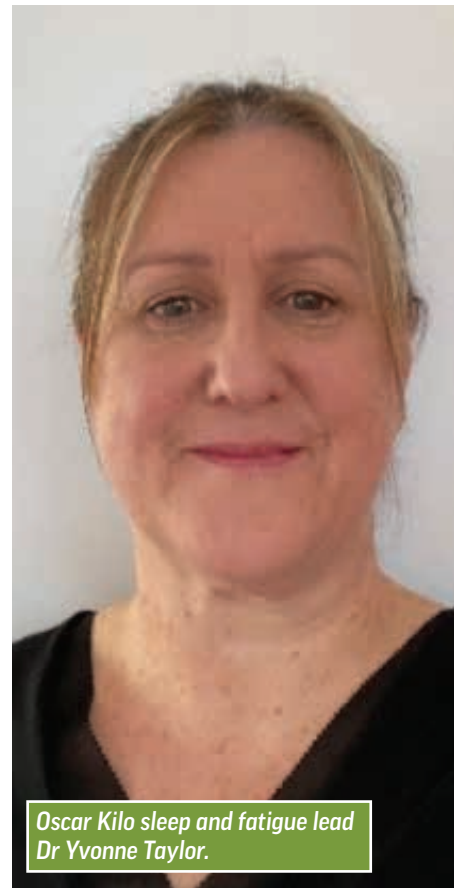
"Eating nutritious foods at the right times can help a person rebalance, with certain foods providing a more gradual release of energy, keeping us fuelled for longer and reducing the desire to snack. This programme is about providing education, advice and support to all within policing."

According to research, shift workers are at greater risk of chronic health conditions than regular day workers, due to disrupted sleep and unusual eating patterns.

"Having been a police officer for almost 27 years and working shifts for the vast majority of that time, I know first-hand what it's like. I have craved and eaten the wrong things in the middle of the night. I know how it feels to juggle work, life at home - all sorts of things, which can lead to any of us snacking, emotionally eating, or just not sticking to a healthy diet," Yvonne added.

"Having an easy-to-access programme in place, such as this one, created by Anna, will just make life easier."

The programme is bursting with hints



Oscar Kilo sleep and fatigue lead Dr Yvonne Taylor.

and tips on how to live a more balanced, healthier lifestyle, as well as meal planning support and recipe ideas.

"With everyone's lives getting busier, it's hard to prepare meals at the best of times let alone if you're working shifts," said Yvonne.

"We've all fallen off the healthy eating wagon from time to time. Hopefully having this programme at hand will make preparing ahead just that little bit easier - helping to put a plan in place and providing additional support."

Oscar Kilo also partners with Dr Sophie Bostock to provide a Better Sleep Toolkit and a number of sleep seminars, to provide further support for officers and staff, in all aspects of sleep health.

For more information on the nutrition for wellbeing programme members can visit the [Oscar Kilo website](#).

“It's no secret that the human body is not designed to be awake at night, which is one of the reasons why it's so important for shift workers to look at what they eat and when they eat.”

OFFICERS ENCOURAGED TO: 'OPEN UP, REACH OUT AND TALK'

Research shows that emergency service workers are twice as likely as the general public to identify problems at work as the main cause of their mental health problems, and they are also significantly less likely to seek help.

Belinda Goodwin, wellbeing officer for the national Police Federation, commented: "Although police officers are held to higher standards within our regulations, we need to remember that we are human beings too.

"We are exposed to 400 times more trauma than everyday civilians and, whether we like it or not, this will have an impact on

our mental health. We can't lose sight of how impactful simply asking a colleague how they are, can be."

She wants officers to have more conversations with peers, not just discussing performance but welfare too. "Supervisors should be asking their team, 'how are you doing?', 'how is the family?' and 'how can we support you more?' she said.

Belinda added: "Peer-to-peer support is also huge. We need to continue to provide members with that safe space to debrief with their colleagues, so they can talk through the incidents they have attended."

POLICING STORIES THAT MADE THE NEWS IN 2022

A year ago, in **January 2022**, Dyfed Powys was welcoming a two per cent rise in officer numbers, prompting Federation branch chair Gareth Jones to observe that, "Getting more officers through the door is a win, but it is only really getting back to where we were before the austerity cuts." And the National Police Wellbeing Service, Oscar Kilo, toured the Force area with its wellbeing van.

In **February**, Federation branch secretary Roger Webb predicted that inflation would "swallow up" any increases in police funding, adding his voice to calls for a multi-year financial settlement rather than annual announcements.



The Federation's 2021 pay and morale survey was published, revealing that 53 per cent of the Force was experiencing low morale, and 62 per cent of Dyfed Powys respondents 'would not recommend joining the police' to others. Gareth Jones commented: "Policing is going through tough times."

March saw calls for the creation of a new Crime Prevention Agency, the merger of back-office functions across forces, and the introduction of a licence to practise for all police officers. One aspect of the Strategic Review of Policing report that branch secretary Roger Webb agreed with, was the observation that police officers were too often directed to 'non-policing issues' because of pressures on mental health and care services.

Sir Tom Winsor concluded his 10 years in charge of Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) with the conclusion that policing



was 'playing catch-up' with criminals after a decade of austerity.

In **April**, Steve Hartshorn took office as the new national chair of the Police Federation of England and Wales. He is a Met Police officer and was the national Federation's firearms and Taser lead.



The Police Federation's annual national conference took place in Manchester during **May**, and saw former world athletics champion Kriss Akabusi MBE compare police officers to sporting heroes: "Think how many times you get people across the finish line," he said.



National chair Steve Hartshorn called on Home Secretary Priti Patel to work with the Senedd to ensure our "valued members in Wales are not left out" when decisions are made in Westminster. His speech also stressed the '4 Ps' of pay, pensions, presence, and pride. The Home Secretary told delegates she was "proudly pro-police".

In **June**, the charity Transform Justice unveiled research claiming that tougher sentences were proving ineffective in reducing assaults on emergency services workers. Roger Webb defended the need for a deterrent, countering that: "Our members should be able to go to work without the fear of violence being used against them."



National vice-chair of the Federation, Tiff Lynch, remarked that: "Police officers have been grappling with the cost of living for many years now." She said pay freezes and below inflation rises had left colleagues facing a '20 per cent real terms cut' to salaries.



In **July**, chair Gareth Jones and secretary Roger Webb travelled to Birmingham with the Federation's welfare van to support to officers providing mutual aid during the Commonwealth Games. And Dyfed Powys officers PCs Lucy Morris, Nikita Matthews and Paige Morgan – who protected the public from a man armed with an air rifle in Llandrindod Wells – attended the Police Bravery Awards in London.

Also in July, Chief Constable Dr Richard Lewis agreed to pay the subscription fees of Specials who become members of Dyfed Powys Police Federation. And the Federation said a £1,900 pay rise for officers 'does not go far enough' due to inflation and the erosion of police pay of many years. Though National Chair Steve Hartshorn said: "I am pleased that the starting pay for new joiners on the Police Constable Degree Apprenticeship route has increased."



During **August** Bryn Hughes, whose daughter PC Nicola Hughes and her colleague Fiona Bone were murdered by the fugitive Dale Cregan in 2012, insisted he would keep pressing ministers to agree to a posthumous medal for police officers killed on duty. Bryn told BBC TV an 'Elizabeth Medal' would be official recognition for families of the sacrifice made by their loved ones.

Dyfed Powys Police Federation called for the Police Remuneration Review Body (PRRB) – the mechanism that sets officers' salaries – to be truly independent of Government so that it can set 'free and fair awards'.



And the Care of Police Survivors (COPS) Service of Remembrance took place at the National Memorial Arboretum in Staffordshire.

September saw the death of Her Majesty Queen Elizabeth II. Dyfed Powys Police sent around 100 officers to carry out patrols, security and other key police work in relation to the funeral and the period of mourning.



National Police Memorial Day took place at Waterfront Hall in Belfast - the first in-person gathering for two years. Gareth Jones said it was "a chance for officers of all ranks to come together and stand with the families and loved ones of fallen colleagues and pay our respects."



And the Federation sought urgent talks with new Home Secretary Suella Braverman to tackle the crisis facing policing in England and Wales.

World Menopause Day in **October** provided a chance to 'remove the stigma around menopause'. Hayley Aley of the national Police Federation said: "We're losing amazing officers because they no longer feel like they can do their jobs. We could prevent this if there was more education



surrounding menopause and people felt more comfortable talking about their symptoms."

Changes to Crown Prosecution Service (CPS) disclosure guidelines designed to lessen the workload of detectives were welcomed by Dyfed Powys Police Federation.

In **November**, 16 PCCs signed a letter to the Home Secretary warning that up to 10 per cent of their officers are studying rather than fighting crime on the frontlines. They warned that regulations requiring new recruits to undertake three years of study could also deter non-academically minded and older recruits.

Federation chair Gareth Jones welcomed a review of police dismissals but warned any changes to misconduct proceedings had to remain fair and transparent.

He said: "It is important to remember police officers are human beings without the power of hindsight and they sometimes make mistakes. When that is the case the Police Federation will back them to the hilt."



In **December**, Dyfed Powys Police Bravery Awards nominees Lucy Morris, Nikita Matthews and Paige Morgan met First Minister Mark Drakeford a special reception. PC Morris said: "It was lovely to have further recognition from the Welsh Government on top of the national awards we attended in July."