

CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
SUMMER 2024



POLICE BRAVERY AWARDS

– see Pages 4 and 5



NATIONAL
POLICE
HEALTHCARE
SCHEME

3 months
FREE
for Serving
Officers
& Staff

Private healthcare for the Police family at not-for-profit rates

including **FREE** membership
of the Police Treatment Centres.

[FIND OUT MORE](#)

IN ASSOCIATION WITH:

DYFED-POWYS
POLICE
Federation



PAY RISE: STILL WORK TO BE DONE ON POLICE PAY MECHANISM

Delme Rees, the new chair of Dyfed Powys Police Federation, is hoping the 4.75 per cent police pay rise will help relieve the financial pressures on officers and ease the retention crisis.

But he said the announcement of the pay award, in line with the recommendations of the Police Remuneration Review Body (PRRB), on the same day as junior doctors were awarded a 22 per cent pay rise, highlighted the need for a new, independent police pay mechanism.

Delme said: "The increase of 4.75 per cent, coming after last year's seven per cent rise, is a small step towards pay restoration for our members.

"There's still a long way to go until we reach that point, but hopefully this award will help to ease the very real financial pressures that members face.

"However, it won't be lost on many people that other public sector workers have had higher pay awards and it was below the six per cent figure proposed by the National Police Chiefs' Council. It's not about setting one group of public sector workers against another – but things may be different for police officers if we had industrial rights, like they do in other sectors, and a fair and independent pay review system."

The Police Federation of England and Wales (PFEW) will launch a campaign for a

new mechanism for determining officer pay awards following the recent poll of members, as 98 per cent of those were in favour of doing so.

This will call for collective bargaining and access to binding arbitration, in recognition of the unique restrictions placed on police officers who, for example, cannot join a trade union or go on strike.

Delme said: "Policing is a unique and demanding role, with restrictions placed on officers' work and personal lives.

"They face traumatic incidents daily and put themselves in harm's way to protect others, and that needs to be recognised and reflected in our pay and remuneration in a way that just isn't happening now. The current mechanism does not allow for negotiation, only the imposition of a fixed pay award which leaves us at the mercy of the government of the day.

"The Federation looks forward to working with the new Government to address this."

Other PRRB report announcements included:

- **The on-call allowance will be increased from £20 to £25**
- **The dog handlers' allowance should be uprated by 4.75 per cent and the additional rate for officers with more than one dog will be raised from 25 per cent to 50 per cent of the rate for the first dog**

- **The PRRB recommended that the chief officer of police in each force should be given the discretion to set the starting salary for new constables at either pay point 1 or pay point 2 on the constables' pay scale. This recommendation has been accepted, but implementation will be subject to detailed proposals from the National Police Chiefs' Council (NPCC) and Association of Police and Crime Commissioners (APCC) on the circumstances in which this discretion should be used, along with transition arrangements for those constables on pay point 1, to inform amendments to the Police Regulations 2003**
- **The annual leave entitlements for officers in Federated ranks and recommended the time it takes to reach the maximum entitlement of 30 days should be reduced from 20 to 10 years, with effect from 1 April 2025 and phased in over three years. This recommendation was accepted, subject to the submission of a satisfactory Equality Impact Assessment by the NPCC to the Home Office**
- **The annual leave entitlement for new entrants will be increased from 22 to 25 days, with implementation taking effect on 1 April 2025**
- **The Home Office will provide £175 million in additional funding in 2024-25 to forces to help with the cost of the pay increase.**

FEDERATION TO CAMPAIGN FOR INDUSTRIAL RIGHTS

Members are calling on the Police Federation to campaign for industrial rights after a nationwide poll.

In June the Police Federation of England and Wales ran the poll to establish whether there was a mandate to pursue industrial rights on behalf of officers and specifically to campaign for a fair process of collective bargaining and binding arbitration in the police pay review mechanism.

A total of 97.7 per cent of members who voted said they wanted the Federation to launch the campaign.

"The poll results show the extent to which our members are fed up with the way in which they get treated by the Government through the existing pay review process," says Ceris Davies, the deputy secretary of Dyfed Powys Police Federation.

"They have endured below inflation pay rises, which have led to their wages falling by 20 per cent in real terms but enough is enough.

"They simply want a pay review mechanism that is fair and also respects the restrictions officers placed on them – which include the fact they cannot join a trade union or take industrial action. I do not think that is unreasonable."

Officer pay is considered by the Police Remuneration Review Body (PRRB) each year, but the Government gives it a remit in terms of what pay award it can consider, and can also choose to over-rule any recommendations it makes.

PRRB replaced the previous pay award mechanism – the Police Negotiating Board (PNB) – in 2014. Under PNB, officers had access to independent arbitration.

The Police Federation poll on industrial rights ran from 3 to 21 June this year and attracted 50,103 responses. The Federation's National Council and National Board will now start to create the campaign for the introduction of a fair and binding pay mechanism.

"All branches in the country have representatives on the Federation's National Council so we will all have a chance to be involved in developing this campaign," says Ceris, "But from a local perspective, we will be seeking meetings with our new MPs so that we can share the results of this poll, explain the frustration of our members and ask them to support us in seeking a fairer pay review mechanism.

"We will keep member updated throughout this process."

PC Rhodri Jones with his wife, Ira, outside the famous door of No 10 Downing Street.



BRAVE OFFICER SHARES DELIGHT AFTER AWARDS CEREMONY

A Dyfed Powys PC says it was 'really special' to be honoured among fellow officers at the national Police Bravery Awards in London.

PC Rhodri Jones was nominated for the Region 7 Bravery Award after he saved a woman and her dog who fell 20 feet down a reservoir dam.

Rhodri lowered himself onto an overflow gantry of the Caban Coch Dam in the Elan Valley, then leapt onto a sluice where the woman and dog were stranded. He

belly-crawled along the sluiceway, made extremely slippery by rainfall, to reach the pair with a throwline and pull them to a safer position.

The rescue was then completed by the fire service after Rhodri had secured and waited with them for 20 minutes.

Speaking about the awards ceremony, Rhodri said: "It was a tremendous evening. You could tell everyone in the room was immensely proud of their achievements and it was great to see officers getting

recognition for what they do."

Dyfed Powys Police Federation deputy secretary Ceris Davies said: "The awards give the nominees that platform to be recognised. Sometimes, police officers themselves will play these things down by saying 'I've just done my job', but we all know it needs to be recognised that they go above and beyond.

"It was an honour to attend this year's event on behalf of Dyfed Powys Police Federation. To hear so many inspirational



Acting national Federation chair Tiff Lynch.



Home Secretary Yvette Cooper.

stories from officers across England and Wales was something special.

"I hope Rhodri enjoyed his time in London, he really deserved it."

The awards evening, the 29th of its kind, was introduced by Tiff Lynch, acting national chair of the Police Federation of England and Wales (PFEW).

Newly appointed Home Secretary, Yvette Cooper, and policing minister, Dame Diana Johnson DBE, both attended and delivered speeches praising nominees' courage and commitment.

Ms Cooper, who revealed this was the 14th bravery awards she has attended, said: "The reason I've attended so many Police Bravery Awards is because I think it's so important to respect and recognise the work you do.

"And because the stories are always so inspirational, often so difficult, the incredibly difficult situations you have faced. The extreme violence that you will have had to work towards, the dangerous rescues that so many of you have undertaken."

The tribute came after she hosted an exclusive Downing Street reception with nominees and guests earlier in the day, in what was the first official event hosted by members of the new UK Government after the General Election.

Rhodri, who was joined in the capital by his wife, Ira, spoke about the privilege of attending the reception.

"It was a great honour to be at Downing Street and it was a lovely morning. The Home Secretary said some

inspirational words about what officers do on a daily basis and the courage everyone shows time and time again," he added.

The Region 7 category was won by a team from North Wales Police. Overall winners on the night were two Metropolitan Police members, PCs Alannah Mulhall and Joe Gerrard, who picked up the title for their heroics in protecting the public in Leicester Square despite being stabbed multiple times.

The ceremony's host was TV presenter Mark Durden-Smith, with Strictly Come Dancing star Kai Widdrington among the guests.

The annual event is organised by the PFEW and is sponsored by Police Mutual.



This year's national Police Bravery Awards nominees visit Downing Street.



COPS cyclists carry the Welsh flag on their ride.

PRAISE FOR PUT RIDERS

Force cyclists who joined the Police Unity Tour to honour the memory of fallen colleagues were praised by Dyfed Powys Police Federation chair Gareth Jones.

Gareth spent the weekend ahead of his retirement from the Force on 31 July following the riders in the Dyfed Powys Police Federation welfare van.

The van offered the riders support and refreshments as they made their way from Wales to the National Memorial Arboretum in Alrewas, Staffordshire ahead of the annual Care of Police Survivors (COPS) Service of Remembrance on the Sunday.

The Dyfed Powys Police cyclists who rode as part of the Welsh Chapter were Sarah Evans, Gareth Evans, Emily Davies, Steve Cockwell, Jonny Griffiths, Huw Davies, Jon Rees, Jon Halliday, Theo Earp, Matt Scrase and Andy Smart.

Theo, the eldest son of Dyfed Powys Inspector Gareth Earp who died in June last year, won an award for the chapter's rider of the tour.

Gareth Jones said: "It was amazing to be able support the cyclists as they took part in the tour and completed this ride to the arboretum.

"The ride was definitely not for the faint-hearted and I am full of admiration for those who took it on to raise awareness of fallen officers and also raise money for the incredible work COPS does in supporting their families.

"There were some emotional moments along the route and the service at the arboretum was very moving, bringing home just how critical the peer support offered by COPS is to families.

"It seemed a fitting way to end my police career too, acknowledging the fact that during my service many officers have lost their lives in the course of their duties, but

also seeing how the police family pulls together to keep their memories alive and support their families."

The Police Unity Tour is an annual sponsored cycle ride by officers, staff and supporters from forces across England and Wales.

The Dyfed Powys riders set off from Aberystwyth on the Friday morning, joining the other Welsh riders en route and then making their way over the two days to Drayton Manor in Staffordshire on the Saturday evening.

Each rider in the tour wears a band inscribed with the name of a fallen officer and, where possible, this is presented to the officer's family at the end of the ride.

They joined other chapters on the Sunday morning to ride into the arboretum en masse to be greeted by fallen officers' families and other guests attending the service of remembrance.

They were led by the Blue Knights - the world's largest law enforcement motorcycle club - for the last leg of their journey.

The cyclists then joined the families, chief officers, Federation officials, representatives of other policing organisations and civic dignitaries at the annual Care of Police Survivors (COPS) Service of Remembrance.

Gill Marshall, COPS president, opened the service. A police widow herself, she recalled her daughters were just two and four when her husband, Alan, died and explained that she knew first-hand the value of COPS, which she called a fantastic charity.

Sarah Doyle, whose husband Merseyside PC Neil Doyle died 10 years ago, recalled how the couple had only been married a short time when he died after being assaulted while off duty.

She said she immediately knew life would never be the same again, admitting that part

of her heart had died with Neil.

While it had taken her a few years to get involved with COPS, she spoke movingly of how the friendship of other police widows had helped her and urged police survivors to seek the charity's support.

"You will never look back. They help you to rebuild your shattered life," she said.

The Friday before the service would have been the couple's 10th wedding anniversary and Sarah had decided to mark the poignant date by joining the PUT.

Charlotte Kellaway, daughter of DI Ian Kellaway who died of Covid in April 2020 having contracted the virus while on duty, shared her story of grieving for her father and also praised how COPS helped.

After Charlotte's reading, Gill Marshall read the roll of honour featuring the names of officers who had died since last year's COPS service. They were:

Sergeant Graham Saville of Nottinghamshire Police who died on 29 August 2023

Sergeant Paul Frear of West Midlands Police who died on 22 September 2023

PC Jack Cummings of West Yorkshire Police who died on 19 May 2024, and

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

The roll of honour also included British Transport Police Property Officer Mark Birch who died on 12 October 2020.

A minute's silence followed and then wreaths were laid by for the Office of the Lord Lieutenant of Staffordshire, the High Sheriff's Office, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services, the Association of Police and Crime Commissioners, the [National Police Chiefs' Council](#), the [College of Policing](#), the Blue Knights, the Police Unity Tour, the National Memorial Arboretum and COPS.

The final reading was by Greg Briggs, brother of Merseyside PC Paul Briggs, who died in 2017. He talked about his brother's life of service, first to the Army and then to policing and welcomed the unwavering dedication of COPS to look after police survivors, saying he would be forever grateful to the charity.

Sir Peter Fahy, chair of COPS, closed the service, acknowledging that every year police officers will lose their lives on duty.

"COPS is there to support their families, not just in the immediate aftermath but in the years and years ahead," said Sir Peter.

The service included music from the West Midlands Police Brass Band and, for the first time, vocal performances by Superintendent Sam Batey, a band member.

After the service, families and other guests made their way to The Beat, an avenue of trees dedicated to individual forces and officers to lay wreaths and single red roses.

[Sponsor the Dyfed Powys PUT cyclists.](#)

FED CHAIR RETIRES: 'I HAVE ENJOYED MY TIME IN POLICING'

Few people, regardless of their chosen profession, can get to their retirement date and honestly say that they don't regret a thing.

But that is precisely what Gareth Jones, who retired from the Force at the end of July, said as he approached the end of a 29-year career in policing.

Though, he does qualify this by admitting that his time in roads policing dealing with fatalities and the investigations into the collisions did take its toll.

"While this could be traumatic, I can say I have enjoyed my time in policing," says Gareth, "And even though the police service has been going through the mill lately, I still think it offers great opportunities."

So much so, it would appear, that Gareth didn't try to dissuade his son from joining the police, and he is now approaching the end of his third year into his career with the Force. Coincidentally, his daughter has followed her Mum into nursing.



"We must have done something to inspire them," he jokes.

Gareth began his working life with a position with Barclays Bank but, having always wanted to join the police, started his police training in June 1995 and first being posted to Aberystwyth.

He remembers his first arrest which was as a result of him attending a dwelling burglary in Aberystwyth, and recalls looking up to his sergeant, now retired Pat Westlake.

The introduction of new a command and control system early into his career allowed him to move to roads policing duties as his roads policing shift colleague was abstracted to deliver the initial training for the new system. In October 2006 he was promoted to sergeant on the roads policing unit following a successful temporary response sergeant posting from March of that year.

"I really enjoyed my time in traffic," says Gareth, "Working in both cars and on motorbikes, I was involved in VIP protection and that brought me up close to the late Queen and the King, when he was Prince of Wales.



"A particular highlight was guarding Air Force One when the then U. S. President Donald Trump flew into Stansted Airport, that is not something many people can say they have done."

From there, he went onto to become a road deaths senior investigating officer (SIO) which would see him attend fatal collisions the length and breadth of the whole Dyfed Powys patch.

"Sometimes we could be making three-hour journeys to get to the far-flung corners of the area we cover and I can remember once having to go from Powys/Brecon right to the edge of the West Mercia policing area for a particularly nasty collision. The geography and infrastructure of Dyfed Powys added to the challenges really," he recalls.

Coming out of roads policing, he spent seven months as a temporary response Inspector before being promoted to Inspector in July 2017 and finally chief inspector three years later.

But while his policing roles were always busy and demanding, he was always keen to offer support to colleagues and was a workplace representative for the Dyfed Powys Police Federation branch for six years, becoming the branch chair in October 2019.

However, it was not a position he had aspired to.

"I never became a rep with the intention of becoming the Fed chair," he explains, "I became a workplace rep simply to help out colleagues as I had become increasingly aware that people were not being treated fairly. Some managers just didn't seem to be able to follow Police Regulations in terms of how they were handling some situations.

"I set out to solve the problems between those supervisors and managers and the officers in their teams which



sometimes worked.

"Roger Webb, the branch secretary, encouraged me to put myself forward as deputy chair when another rep's plans altered so I did but then before I knew it the chair – Mark Bleasdale – took on the role of the Federation's Welsh affairs lead – and I became chair.

"That said I have enjoyed it. You get the odd time when it becomes a bit much, you might be getting late night calls from members in need or a particularly difficult conduct case to deal with but you are in the privileged position of having regular meetings with chief officers, putting across members' views, standing up for them and seeking to have an influence in the decision-making processes."

There were hard times during the pandemic, Gareth admits, when Fed officials were working seven days a week, trying to help manage what was obviously an unprecedented national and international crisis.

"There were multiple Force meetings, all Wales calls, and lots of things to respond to in quick time in what was initially a rapidly evolving situation," he says.

"But outside of the pandemic, the hardest thing was dealing with the families of those killed in road traffic collisions. I always told them the truth in terms of what had happened, even if that was difficult sometimes.

"That was something that never really changed during my whole career. The technology, such as Airwave, mobile devices and other new tech, did change the way we worked, but that human contact with families remained the same."

HANNAH'S RUGBY WORLD CUP JOY

Dyfed Powys PC Hannah Jones says she is 'massively proud' after helping Wales qualify for the 2026 Women's Rugby League World Cup.

Hannah, who made her debut for the team last year after impressing her club side, Cardiff Demons, played an important part in their two recent qualification wins over Ireland and the Netherlands.

Wales beat Ireland 28-10 in a home match at Cardiff University on 27 April before travelling to Purmerend, near Amsterdam, to face the Netherlands on 22 June, where Hannah scored a try to help them on their way to a 48-6 victory.

Hannah, whose position is second row, said: "I'm so happy with the huge achievement of our team. It will really help put rugby league on the map in Wales, with rugby union being so popular and established.

"We have a great group of players, and we've worked so hard to get to this point, including doing incredibly well in two very tough matches."

The upcoming World Cup, set to be held in Australia, will be Wales' first appearance at the tournament, and Hannah says her target now is to make sure she is still in the squad in two years' time.

She added: "I'm going to keep working to give myself the best shot at being there in Australia. It would be the highlight of my rugby career and a very special experience for me."

The 30-year-old also thanked her Force for its support as she balances police life with commitments as a semi-professional athlete.

"It means a lot to have that support network, both in terms of practical things like annual leave and the emotional side with encouragement and messages of congratulations.

"It allows me to take on the greatest privilege possible – representing your country," she said.

Talented forward Hannah has also been part of the women's team for British Police Rugby since 2018. The team typically have matches two or three times a year and went on tour last November to play in the annual Dubai Sevens tournament, a variant of rugby union featuring seven players instead of the usual 15 and seven-minute halves as opposed to the standard 40.

Hannah says the opportunity to represent the police force through her sport, which she began playing as a

Rugby star PC Hannah Jones.



21-year-old at university, is another significant honour.

"I have to balance the Wales team with my job, but with British Police Rugby, the two are combined. I really enjoy playing for them. It's always a great pleasure to meet

up with my teammates and join together with fellow officers to play the sport I love," she ended.

Hannah's next match for Wales is against England in November at AMT Headingley Stadium, Leeds.



I'm going to keep working to give myself the best shot at being there in Australia. It would be the highlight of my rugby career and a very special experience for me.