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THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
WINTER 2024



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NEW BRANCH CHAIR URGES MEMBERS TO CONSIDER BEING FED REPS

The new chair of the Dyfed Powys branch is encouraging all subscribing members to consider standing in the forthcoming Federation elections.

The election process starts at the end of December when members can put themselves forward as workplace representatives.

Delme Rees, who became branch chair in the summer after five years as deputy chair, says: "I would like to highlight that any Federation member can stand to be a representative and, while we have inspector, sergeant and PC representation in areas from response, CIH, custody, JFU, L & D and all divisions including HQ, I would like to see some CID, RPU and NPT representation as well as those from under-represented groups put themselves forward.

"Speaking for the branch, it is really positive in how I have seen it develop and I'm keen to ensure this continues along with maintaining the high level of support to those colleagues that need it most."

Committed to providing resilience within the Federation, he continued: "Once the elections are complete - and should I still be chair - I want to ensure that we retain as much as possible the appropriate level of knowledge and experience that is only gained first-hand by the representatives who deal with the welfare, advice and misconduct cases on a daily basis.

"With Gareth Jones retiring from the chair position and now Roger Webb as branch secretary, along with other work-based reps either retiring or standing down in December as they retire soon after, there's definitely an element of uncertainty, I think, from our members. I will expect that a number of our current workplace representatives will be re-elected by the members off the back of their good work and direct support over the last three years."

Delme, 49, has vowed to be an authentic leader for the branch, using his 23 years' experience as a police officer to help create a better workforce.

While he grew up in Carmarthen, Delme started his career with Derbyshire Constabulary, working in IT. At the time, his dad was a Dyfed Powys PC and did not advocate policing as a career.

Delme transferred into the Force



shortly after his dad retired and was posted to Lampeter. As well as a response role, Delme was also a neighbourhood officer for a couple of years, before being promoted to sergeant in 2007, serving 10 years in Ceredigion in response and custody, and neighbourhood in Lampeter and Aberystwyth before being promoted to inspector in 2017.

From 2020, Delme worked in the FCC as a Force Incident Manager (FIM).

His involvement with the Federation began around seven years ago, as a workplace representative, and as well as serving as deputy chair he has also been the branch health and safety lead.

Delme said: "I enjoy the inspector rank and the variety of roles that you can do in it, and I don't see myself wanting to go for promotion again. It's important to keep moving in your career so it doesn't become

stale and you can move forward. I anticipated the opportunity of becoming chair and believe that, with the particular skills I have acquired over a long career, it is the right time for me to take it on.

"I'm really passionate about improving the day-to-day working environment for officers."

He admits that although the shift patterns, work-life balance, training, vehicles and equipment have all improved during his career, the importance of ensuring these areas remain a focus for the Federation and the Force to continuously deliver on.

If anyone would like more information on what the role of a Federation work-based representative entails please get in touch with Delme directly or anyone of the reps already out there. Details are available on our [website](http://www.polfed.org/dyfedpowys).

FEDERATION SET TO LAUNCH NATIONWIDE ELECTIONS

All members of Dyfed Powys Police Federation are being urged to get involved in the forthcoming elections.

They can put themselves forward for election as a workplace representative, vote for the candidates of their choice and also take part in the vote for the local branch and national chairs.

The election process, which involves all Federation branches across England and Wales, starts on 30 December when nominations open for workplace representatives.

The various stages then roll on over next year, right up to 1 October when the new National Board will be in place.

The Force's constables, sergeants and inspecting ranks, as well as Specials, can stand in the local workplace representative elections. Workplace reps undertake their Federation duties alongside their policing role. [Find out more about the role.](#)

Information on the first round of elections for workplace reps, including how to self-nominate and how to vote, will be emailed to all members.

As well as being able to vote for their local workplace reps, all members can vote for their local chair and, next year, the national chair through an electronic voting system.

The structure of the Police Federation

Each of the 43 police forces in England and Wales has a Federation Branch Council made up of all the workplace reps for that force.

From the Branch Council, an executive - the Branch Board - is elected, including a chair, secretary and treasurer. Other lead roles include equality, health and safety, and conduct and performance.

Local reps also have the chance to put themselves forward for the national body whenever opportunities arise.

The Police Federation of England and Wales, which has 139,000 subscribing members, was established in 1919 and has represented the interests of officers from the ranks of constable to chief inspector ever since. Specials have

Reps@Work

been able to subscribe to the Federation since 2022.

The elections

Any subscribing Federation member can nominate themselves for election as a workplace rep. Successful candidates become part of their local Branch Council. From there, they can stand to be on the local Branch Board, then stand for a regional or a national role if they wish.

Federation branches across the country are making a special plea to members from under-represented groups to consider putting themselves forward to become reps to help better reflect the diversity of the membership.

The election process:

- **Members vote for workplace reps (Branch Council)**
- **The Branch Council votes for the Branch Board members**
- **Members elect the local branch chair**
- **The Branch Board elects the local branch secretary**
- **The chairs and secretaries from branches across England and Wales make up the National Council**
- **The National Council votes to elect the National Board**
- **All members vote to elect the national chair**
- **The National Board selects the general secretary**
- **The National Board votes in remaining principal officers.**

How do I stand for election?

Members can self-nominate via an online portal during the nomination period - a link will be provided to all members by email. They will need to fill in the online nomination form and sign the Standards and Performance Agreement.

Who can vote?

Any member, whether subscribing or not, can vote so long as they were a member of the Federation two months before nominations opened on 30 December 2024.

If you have any further questions, please contact the Federation office.

Elections timetable

LOCAL BRANCHES

Workplace representatives

- **30 December 2024** - Nominations open
- **24 January 2025** - Nominations close
- **3 to 23 February 2025** - Voting takes place
- **27 February** - Results are announced.

Branch Boards

- **17 March** - Nominations open
- **6 April** - Nominations close
- **14 to 28 April** - Voting takes place
- **30 April** - Results are announced.

Branch chairs

- **2 May** - Nominations open
- **9 May** - Nominations close
- **13 to 27 May** - Voting takes place
- **28 May** - Results are announced
- **1 June** - Branch chair and other officials take office.

Additional national members

- **28 May** - Nominations open
- **4 June** - Nominations close
- **5 to 12 June** - Voting takes place
- **13 June** - Results are announced, completing National Council.

National chair

- **16 June** - Nominations open
- **23 June** - Nominations close
- **30 June to 14 July** - Voting takes place
- **15 July** - Results are announced
- **1 August** - National chair takes office.

National Board

- **1 August** - Nominations open
- **10 August** - Nominations close
- **12 to 19 August** - Voting takes place (regional stage)
- **20 August** - Regional stage results are announced
- **21 August to 28 August** - Voting takes place (National Council stage)
- **29 August** - National Council stage results are announced
- **1 September** - National Board members take office, with the exception of national secretary.

Key national roles

- **1 to 30 September** - Key roles on National Board, including secretary, are selected
- **1 October** - New National Board in post.



FUNDRAISING FRIEND RUNS HALF MARATHON IN MEMORY OF COLLEAGUE

Dressed head to toe in full police kit, a friend of Inspector Gareth Earp has run a half marathon in his memory.

Sergeant Gary Cole completed the 13.1 mile run through Cardiff dressed in his 7kg weighted vest, patrol boot and trousers.

In doing so, he raised more than £1,600 for the Care of Police Survivors (COPS) charity, which supports the families of police officers and staff who have lost their lives on duty.

Gary said: "I wanted to do it in memory of Gareth, who was a good friend and colleague, and to raise money for COPS."

Gareth died in a road accident as he travelled home from work on the A470 near Rhayader on 29 June 2023. He was 43.

Both Gareth and Gary, 41, grew up in Brecon and attended Brecon High School, before working together on response.

Gary said: "When I joined the police, I spent some time with Gareth and he was my partner on shifts on response for a while. I got to know him well, as a friend as well as a colleague."



Sergeant Gary Cole.

"I learned a lot from him and he is someone I respected a lot in policing. He was

very well-liked, not just as a police officer but as a person in general.

"He was someone I greatly respected and he taught me a lot when I was on response with him."

On the day of the half marathon, Gary was lucky with the weather as it was dry with a breeze.

"It was pretty much perfect," said Gary, who finished the run in two hours, one minute and forty-five seconds. "It was a lot quicker than I anticipated doing it in."

"I wouldn't call myself a runner. I've done some of those challenges before but I tend to run for my other sports, judo and rugby."

"I thought it would be a good time to try something new and to raise some money for COPS, in honour of Gareth."

"It was really quite emotional, especially towards the end when I had people patting me on the back saying my friend would be proud of me."

"It was emotional but good."

[Support Gary via his JustGiving page.](#)



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If you have experienced a personal injury, you might be eligible for compensation, regardless of whether the incident occurred in the UK or abroad, at work or in public. Our legal experts are here to help you get the rehabilitation, compensation and support you need.

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2024: A YEAR IN REVIEW

JANUARY

Dyfed Powys Police Federation reassured members it would continue to give them a voice and provide updates as decisions were confirmed, as the Force's review into policing develops.

FEBRUARY

Federation branch chair Gareth Jones said members would need training to fully understand the changes in the new Code of Ethics but added that it was 'a positive step' in rebuilding confidence in policing.

Quick-thinking off-duty Force PC Zoe Williams recalled the moment she carried out life-saving CPR on a two-year-old girl, while out on a casual dog walk along the beach.

MARCH

The Government announced that a posthumous Elizabeth Emblem would recognise emergency service workers who had died in the line of duty.



More than one in five police officers are planning on quitting the police service, with 78 per cent highlighting poor treatment from the Government as the key influencing factor. The figures were revealed in the results of the Police Federation of England and Wales' Pay and Morale Survey.

APRIL

Almost three quarters of Dyfed Powys Police felt their workload was 'too high' or 'much too high' during 2023, the local report from the national Pay and Morale Survey revealed.

MAY

Dyfed Powys Police and Crime Commissioner Dafydd Llewelyn said it was an honour and a privilege after securing a third term as the county's Police and Crime Commissioner (PCC).

PC Rhodri Jones, who saved a woman and a dog stuck 20 feet down a reservoir dam

had been nominated for the national Police Bravery Awards 2024 by Dyfed Powys Police Federation.

JUNE

The Federation marked the first anniversary of the death of Dyfed Powys Inspector Gareth Earp. Gareth, 43, died in a road traffic accident as he travelled home from work on the A470 near Rhayader on 29 June 2023.

JULY

The new Government in Westminster must prioritise tackling the crisis in policing and commit to long-term and sustained investment in the police service, said Dyfed Powys Police Federation deputy secretary Ceris Davies.

Dyfed Powys PC Rhodri Jones said it was 'really special' to be honoured among fellow officers at the national Police Bravery Awards in London which included a Downing Street reception. Rhodri was nominated for the Region 7 Bravery Award after he saved a woman and her dog who fell 20 feet down a reservoir dam.

AUGUST



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, who retired from the Force at the end of July, spent his final weekend of service following the riders in the Dyfed Powys Police Federation welfare van and

offering 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.

Federation branch deputy secretary Ceris Davies said she was 'disappointed but not surprised' by new figures that revealed a drop in the number of officers in the Force, adding that retention was a key challenge for the police service.

SEPTEMBER



Delme Rees, the new chair of Dyfed Powys Police Federation, spoke of his pride at representing the Force as its standard bearer at the National Police Memorial Day (NPMD) in Glasgow. The service honoured the lives and service of fallen officers.

OCTOBER

Federation members were urged to have their say in the Federation's annual Pay and Morale Survey before it closed at the end of the month.

NOVEMBER

Dyfed Powys Police Federation members were invited to attend a webinar focussing on men's health. The webinar was led by Zac Mader, the men's health lead for the Police Federation of England and Wales.

The Home Secretary's plans to set up a new Home Office unit to monitor force performance was met with scepticism by Dyfed Powys Police Federation chair Delme Rees who argued the initiative misplaced Government resources and overlooks critical areas where investment in policing was urgently needed.

STAY TOGETHER AND STAY STRONG: ROGER'S RETIREMENT MESSAGE TO COLLEAGUES

After 26 years with the Force, Dyfed Powys Police Federation secretary Roger Webb has retired, taking with him not just years of experience but also good memories of a fulfilling career during which he first enjoyed serving the public but more recently gained the satisfaction of being able to offer support to members in their time of need.

He believes he leaves the branch in a strong position and says the new team of officials will be able to build on strong foundations.

In addition to his role as full-time secretary, Roger has been the Federation's conduct lead for Wales since 2018 and, right up to retiring, also sat on the Federation's national mutual aid team, which works on mutual aid deployments across the UK.

"I was heavily involved when the police service responded to the riots in 2011, the 2012 Olympics, COP26 in Glasgow, Operation London Bridge when Queen Elizabeth died and the Commonwealth Games in Birmingham in 2023," he says.

Roger is proud to have been instrumental in launching Dyfed Powys Police Federation's welfare van, which was deployed to the Queen's funeral and the Commonwealth Games. After the success of the first van, 'Copuccino', and with the Force's help, a second van was purchased.

While he has loved his policing career, Roger strongly believes officers are not allowed to get on with policing anymore: "Officers used to be out patrolling, dealing with people who needed dealing with, now they are having to deal with more social matters, picking up the slack for other over-stretched services. It's just not the job it was."

He believes the period of leadership under former Prime Minister Theresa May represented the darkest day for policing, leading to a long-term loss of public confidence and respect for officers on the ground.

Roger was a latecomer to policing. From



Roger Webb.

1984, he pursued a career in engineering securing an HNC and becoming a research and development engineer, working on the first active suspension for Lotus F1, as well as aviation projects in the commercial and military sectors. He finished his engineering career with Panasonic UK.

Despite living in Gwent, he applied to join Dyfed Powys Police and, on 8 June 1998, embarked on his second career as a probationer on response in Llanelli.

"I thoroughly enjoyed it, I took to it really quickly and my tutor Mal was an inspiration," Roger explains.

From response, he moved to the roads policing unit and shortly after armed response.

In 2005, he was posted to Centrex, Cwmbran as a law trainer, returning to the Force in 2006 to lead on the new IPLDP course. He remained in the training department until 2011 when he returned to Llanelli response. Shortly after, he became temporary sergeant and remained in post until the return of promotion boards in 2015, where he was substantively promoted.

Roger was also becoming more involved in the Federation and has been a workplace representative since 2011. He held the lead roles for both professional development and conduct.

However, he only originally stood to become a rep when colleagues at Llanelli suggested it was something he would be good at.

Roger explains: "It was not really a career path I had thought about. But, having become a rep, I very quickly got involved in conduct and other matters."

"Representing officers at COP26 and other key events have been highpoints of my career, but making a real difference to cops, supporting them through the worst times of their careers, securing the right results for them and through diligence and stubbornness enabling them to stay within policing when cases could have gone the other way, has really been the best thing."

His only regret is not standing for a national Federation position at the last election as he feels he could have influenced change and ensured morals were upheld more vigorously.

Roger has had the decision to retire taken out of his hands, after a shock illness in 2023 which led to surgery and further treatment. Now recovered but with some lasting effects of his illness, he took ill-health retirement with his final day being 23 November.

"I am leaving with my head held high and wish all serving officers all the best. I feel I have left the Federation office in a really good place and I wish new chair Delme Rees and secretary Ceris Davis all the best. I am sure they will do a great job," he says.

Meanwhile, Roger will be getting to grips with retirement and wishes to keep active, lastly he says: "I wish all serving officers and staff out there the very best for the future, I cannot start to list those who have helped me, stay together and stay strong."

“I wish all serving officers and staff out there the very best for the future, I cannot start to list those who have helped me, stay together and stay strong.”

SHINING A LIGHT ON RURAL POLICING

In a 28-year career Sergeant Paul Roberts has spent most of his time in roads, neighbourhood and covert policing.

But two years ago he became rural crime sergeant and an integral part of the Force's commitment to rural policing, illustrated by its status as leader of the Welsh rural crime performance group – headed up by Chief Constable Richard Lewis.

"I've been in this job for a long time now, gaining a lot of experience as a manager and supervisor, and for a while, I'd liked the idea of running a whole Force team," he said.

"Of course, this is something completely different to what I was used to, but the opportunity felt like the right one.

"I understood the role was basically to be the public face of the Force when it came to rural policing – although still not the overall boss – and that really attracted me. I felt I was ready to represent and take on the big responsibility."

Paul, now 49, set about implementing the Force's rural and wildlife crime strategy, released in its latest version last year, across the 4,188 miles and some 12,000 farms under its jurisdiction.

With an area so vast and with operational limitations, he quickly learnt the value of maximising every resource possible.

"The single biggest way we can get as much as possible out of ourselves is by having a dedicated team where every single one of our officers understands rural

policing. We have many challenges – a lack of CCTV, phone signal and, crucially, witnesses," he said.

"There is the possibility of a language barrier too but, thankfully, most of the team speak Welsh as a first or second language.

"This is not something you would really have to worry about in urban policing, but we are talking about some very hard-to-reach groups often disconnected from the rest of society. We owe them a complete, bespoke service as police."

Despite coming to terms with some aspects of the job quickly, Paul revealed there was much more that took months for him to 'get his head around'.

“The link between urban crime and rural crime is something you just wouldn't appreciate until you're in this world.”

Wildlife crime, for instance, met his expectations in parts – with fox hunting, badger culling and deer stalking all anticipated activity – but the role dealt him issues he had never previously considered in terms of law enforcement, such as nest destruction, egg theft and fish poisoning.

There is a coastal element to his work. The team run Operation Seabird, followed

as the standard police protocol on coastal wildlife disturbance by the rest of Wales, and tackle crime on water by going out on boats alongside the Force's marine unit.

"The link between urban crime and rural crime is something you just wouldn't appreciate until you're in this world," Paul added.

"We encounter organised crime like wildlife trafficking, as an alternative to drug or weapon trafficking, and countryside cannabis factories, which raise the question of modern-day slavery and exploitation."

For Paul, though, the most important people the team will engage with are the victims of crime.

He pointed towards farmers losing out to agricultural crime, the repercussions of which can then be exacerbated by their social isolation.

"There are so many different crimes linked to farming. People steal vehicles, fuel, machinery, and livestock. Dyfed Powys has the second-highest figures of livestock theft in the UK. This leads to both emotional and economic impacts for farmers," Paul explained.

"And it can really knock their confidence – I have seen farmers in tears before. They can be vulnerable people, where farming is all they know and they don't have anything else to turn to.

"It's so important that we listen to what victims want and advise them on how to protect themselves."

He concluded: "A couple of years in, I can definitely feel the passion here for rural policing and I am proud to be a part of it."

