

CHWARAE TEG

“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
SPRING 2025

**NEW REPS ATTEND
THEIR FIRST BRANCH
COUNCIL MEETING**

PAGE 4

**CAMPAIGN FOR SUICIDE
PREVENTION TARGETED AT
POLICE IS LAUNCHED**

PAGE 5

**BRANCH CHAIR
RESPONDS TO PCC'S
POLICE AND CRIME PLAN**

PAGE 7



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'LATEST REPORT REFLECTS ONGOING CHALLENGES WITHIN POLICING'



By Delme Rees, chair of Dyfed Powys Police Federation.

Welcome to this edition of 'Fair Play', the magazine of Dyfed Powys Police Federation. I'd like to begin by thanking those who recently put themselves forward as a workplace Federation representative. We held our first

meeting as a new branch council in March, and it was brilliant to be met with such enthusiasm. Find out more about your new branch council on Page 4.

As chair, I want to recognise the incredible professionalism and resilience shown by our officers and staff, who continue to deliver for our communities in increasingly demanding circumstances.

The [latest report from His Majesty's Inspectorate of Constabulary and Fire and Rescue Services \(HMICFRS\)](#) paints a clear picture of the pressures facing policing today. Over the past decade, demand on the service has soared, while officer numbers have not kept pace. Our teams handle more work, with greater complexity, and often under immense time and resource pressure.

Crimes today are not only more numerous but also more intricate - frequently involving digital evidence, safeguarding concerns, and cross-agency cooperation. Investigations are taking longer, and many of our supervisors and investigators, through no fault of their own, are relatively inexperienced and under-trained due to the pace of change. It's a challenge not just of numbers but of

preparation, funding, and support.

These pressures also carry a personal cost. As we approach Mental Health Awareness Week (12 - 18 May), it's vital that we acknowledge the emotional and psychological strain that many within the service are experiencing.

Mental health in policing should not be a side conversation - it must be central to how we lead and care for our teams. That's why we're proud to support STEP, a national campaign highlighting the impact that being exposed to trauma is having on police officers. Find out more about the campaign by turning to Page 5.

But we also need national leadership. The current funding model is simply not sustainable if we want to ensure our police are well-trained, well-equipped, and mentally well-supported. Government investment must reflect the scale and complexity of modern policing.

As your Federation, we remain focused on pushing for those reforms while doing all we can locally to support our members and communities. Thank you for standing with us as we continue to serve with pride, care, and commitment.

CHAIR WELCOMES ENGAGEMENT FROM WELSH MPS ON ISSUES FACING MEMBERS

Dyfed Powys Police Federation chair Delme Rees hopes a meeting between PFEW and Welsh MPs will help put the political spotlight on issues facing frontline officers.

Police Federation of England and Wales (PFEW) acting deputy national chair Brain Booth, acting deputy secretary Mel Warnes, and Welsh leads Leigh Godfrey and Zac Mader met 17 MPs from Wales and two members of their staff to discuss policing and its challenges.

The meeting in Westminster was attended by MPs Jessica Morden, Carolyn Harris, Alex Barros-Curtis, Ann Davies, Chris Elmore, Gill German, Gerald Jones, Ruth Jones, Anna McMorris, Llinos Medi, Andrew Ranger, Liz Saville Roberts, Nick Smith, Mark Tami, Nick Thomas-Symonds,

Steve Witherden, and Chris McDonald.

Delme said: "It's great to have such engagement from MPs in Wales and to be able to discuss the issues facing our members and policing in general.

"As a Federation we are determined to work with our politicians, here in Wales as well as in Westminster, and build relationships with them to bring about positive change.

"We'll continue to shine the spotlight on the issues that matter to members with politicians and policy makers."

Police pay was one of the key issues raised at the meeting.

It included discussions on the 21 per cent real terms cuts to police salaries and the need for a truly independent pay

mechanism that compensates officers for the unique dangers and restrictions that come with policing.

Police funding was also discussed, with concerns raised over the 'inadequate' funding formula for Welsh forces and the need for Cardiff to receive additional funding in line with other UK capital cities.

The meeting also included discussion on calls from the National Police Chiefs' Council (NPCC) for changes to the Mental Health Act to ensure police officers are only involved in mental health incidents where there is an immediate risk.

Delme ended: "We look forward to continued engagement with our politicians and policy makers to ensure members are properly supported in their jobs."

NEW REPS ATTEND THEIR FIRST BRANCH COUNCIL MEETING

The new Dyfed Powys Police Federation Branch Council offers a balance of experience, enthusiasm and perspective, says branch chair Delme Rees.

A total of 11 new workplace representatives have joined 11 former reps to form the branch council, with a first meeting held in March.

Chief Constable Dr Richard Lewis attended the meeting in person to address the reps and welcome the council for the 2025 – 2028 triennial term.

The reps, who include constables, sergeants and inspectors, give members representation from all geographical areas of the Force, including response, CID, custody, neighbourhood policing and firearms.

“Now that the branch council has held its first meeting it’s time for us to ensure the new reps get the training and support they need so they can get on with their new role, supporting and representing our members,” says Delme, who remains on the branch council along with secretary

Ceris Davies.

“All the new reps will undertake an introductory course organised by the national Federation and the more experienced reps, and the branch officials, will also be on hand to offer help and guidance too.

“Once they have completed this initial course, reps can choose to sign up for more specialist training in conduct, health and safety and equality.

“Workplace reps carry out their Federation role in a voluntary capacity, fitting in their Federation work around their policing duties.

“I would like to thank all our new reps for putting themselves forward for this work; it can be challenging but also rewarding in equal measure.

“The Federation plays a critical role in terms of the support it offers to its members, but also in supporting Force efficiency and effectiveness. Without the workplace reps, so much of this vital work would just not be possible.”

The new branch council is:

Ceredigion

**Adam Hodgkinson
Kelly Draper
Leyton Phillips**

Pembrokeshire

**Rachel Lees
Lance Crees
Lesley Buckle
Phil Perry**

HQ & Carmarthenshire

**Darren Morgan
Jaye Blanco-Martin
Gideon Eastlake
James Alin
Nick Allen
Huw Freeman**

Powys

**Mike Clements
Stephen Cross
Alex Stuart
Mark Lewis
Anthea Ponting
Grace Coburn
Lucy Morris**



CAMPAIGN FOR SUICIDE PREVENTION TARGETED AT POLICE IS LAUNCHED

Focused efforts to reduce the number of police officers dying by suicide are now underway after the launch of a brand-new awareness campaign.

The Suicide Trauma Education Prevention (STEP) movement is set to make support more accessible for cops exposed to trauma related to suicide, including incidents where a member of the public has taken their own life.

For the entire years of 2015, 2016 and 2017, 60 suspected suicides were recorded among police officers and police community support officers (PCSOs) in England and Wales.

In a similar 33-month period between April 2021 and January 2024, an estimated 80 police officers and staff died by suicide.

Dyfed Powys Federation chair Delme Rees is getting behind the initiative. He said: "No one deserves to be in a place where they feel ending their life is the only option, but when we're talking about emergency services workers often first on the scene when the worst does happen, I think targeted support is justified.

"Frontline police officers are very much a part of this, and although attending suicide incidents is part of the job, there needs to be an appreciation for how this can reflect back onto their own mental



health and stability.

"It leaves them vulnerable to trauma – in addition to other distressing moments they may witness at work – and it can uncover specific methods around suicide and self-harm, even if the officer in question is not looking for them.

"Therefore, I think an aim to put bespoke safeguarding in place for these eventualities is a good one, which should be backed by everyone in the profession."

The STEP campaign, which has been launched by chair of Hampshire Police Federation Spencer Wragg, will be lobbied to chief officers, MPs and police and crime commissioners.

Deaths with a recorded cause of suicide

stood at 7,055 in 2023, the highest figures per size of the population since 1999 – meaning the police are under increased pressure to meet the demands of the population in this regard.

A key proposal of the initiative is for parts of Trauma Risk Management (TRiM), widely introduced to the force in recent years, to become mandatory for every cop who attends a suicide.

Delme continued: "As public servants, we have a duty to help our communities when a tragedy happens and someone takes their own life.

"But this doesn't mean we should lose sight of the fact we can be affected by suicide ourselves – there are enough pressures and stressors in the job before we even consider witnessing such distressing moments.

"Hopefully, this campaign can bring us a step closer to the comprehensive support you deserve when it comes to matters around suicide."

If members feel they need support, they should contact the Federation.

For Samaritans, call 116 123

There is also support offered by charities such as the [Police Treatment Centres \(PTCs\)](#), [Oscar Kilo](#), [PTSD 999](#), [Police Chaplaincy](#) and [Police Care](#).

BRANCH CHAIR HIGHLIGHTS IMPORTANCE OF VICTIM-FOCUSED PERFORMANCE REVIEW

Dyfed Powys Police Federation chair Delme Rees has praised the Deputy Chief Constable's (DCC) monthly performance meeting, encouraging officers and staff to engage with the session to better understand how their work contributes to wider service delivery.

Delme Rees attended the Deputy Chief Constable's victim-focused monthly meeting in March.

The virtual meeting, open to all Dyfed Powys Police officers, provides a valuable insight into how frontline and specialist cops support victims across the Force area – the largest geographical police area in England and Wales.

"The session gave a clear picture of how

our teams are performing – starting with our response to 999 and 101 calls, and examining what factors influence response times," said Delme.

"It went on to look at how quickly crimes are recorded, the quality of investigations, and our effectiveness in securing arrests and prosecutions."

A number of priority areas were under the spotlight during the meeting, including domestic abuse, sexual offences, drugs, burglaries, and shoplifting.

Performance from roads policing, collision investigation, custody, neighbourhood policing, and prevention teams was also reviewed.

Delme stressed the value of such sessions

for officers of all ranks, noting that they help build a clearer understanding of how different roles across the Force interconnect.

"I would encourage all members of Dyfed Powys Police Federation to attend these meetings where possible," he added.

"They are a great way to raise awareness of how each role contributes to the overall picture and to appreciate the work being done across departments to deliver a better service for victims."

The monthly meeting, led by the Deputy Chief Constable, Ifan Charles, forms part of the Force's commitment to continuous improvement and ensuring that victims remain at the heart of policing across Dyfed Powys.

PLANS UNDERWAY FOR NATIONAL POLICE MEMORIAL DAY SERVICE

Plans are well underway for this year's National Police Memorial Day.

This year's service will be held at Coventry Cathedral on Sunday 28 September, starting at 2pm.

"The memorial day service gives us all a chance to remember those colleagues who have been killed or died on duty, in turn recognising police officers' dedication to duty and courage," says Delme Rees, chair of Dyfed Powys Police Federation.

"But it also gives the police service as a whole the opportunity to demonstrate to the families, friends and colleagues of fallen officers that their sacrifice is never forgotten.

"As such, it is an incredibly important – if not the most important – date in the policing diary."

The National Police Memorial Day service rotates round each of the four countries in the United Kingdom and is held on the closest Sunday to 29 September

which is St Michael's Day. St Michael is the patron saint of policing.

The memorial day was founded by Inspector Joe Holness QPM OBE following the brutal killing of his Kent Police colleague PC Jon Odell in Margate in December 2000.

The first service was held in St Paul's Cathedral in London on Sunday 3 October 2004. In 2021 Lincoln hosted the memorial day service but this is the first time it has been staged in Coventry.

Historic police vehicles will be displayed outside the cathedral, along with other historic police memorabilia. Force standards will be on display and there will be music from the West Midlands Police Band.

Delme is encouraging officers to consider attending the service: "The service is very moving and serves as a reminder of the unique place police officers have in society. I would urge all officers to try to



attend at least one memorial day service during their careers," says Delme.

[Register for free to attend this year's annual service.](#)

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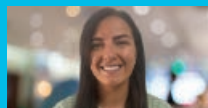
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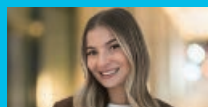
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BRANCH CHAIR RESPONDS TO PCC'S POLICE AND CRIME PLAN

Dyfed Powys Police Federation chair Delme Rees has welcomed the Police and Crime Commissioner's (PCC) plans to improve trust and confidence in local policing.

PCC Dafydd Llywelyn has set out what he wants to achieve in the next four years in his Police and Crime Plan but has also admitted that, despite the £42 million annual savings achieved since 2010/2011, more savings will be needed in the medium to longer term.

Building trust and confidence

"The PCC has a vision for improving trust and confidence in the Force and, more widely, the criminal justice system and that is to be applauded," says Delme.

"He wants our communities to feel protected and involved and wants the Force to be seen as fair, respectful and impartial while also being representative of the public we serve.

"The Police and Crime Plan sets out his priorities, which include supporting victims, preventing victimisation, supporting safe communities by preventing harm and supporting a more effective justice system.

"As a Federation, we welcome these aims and we know our members will do their utmost to work to these priorities but the PCC also needs to be aware that there is only so much officers can do.

"Our members are already stretched, coping with increased demand through new and emerging crimes and the more complex

nature of criminality too while also filling in the gaps in other services.

"As identified in the latest report from the police inspectorate, investigators are already feeling overwhelmed, and we are facing a crisis in terms of retaining officers due to the real-terms decrease in their pay over recent years."

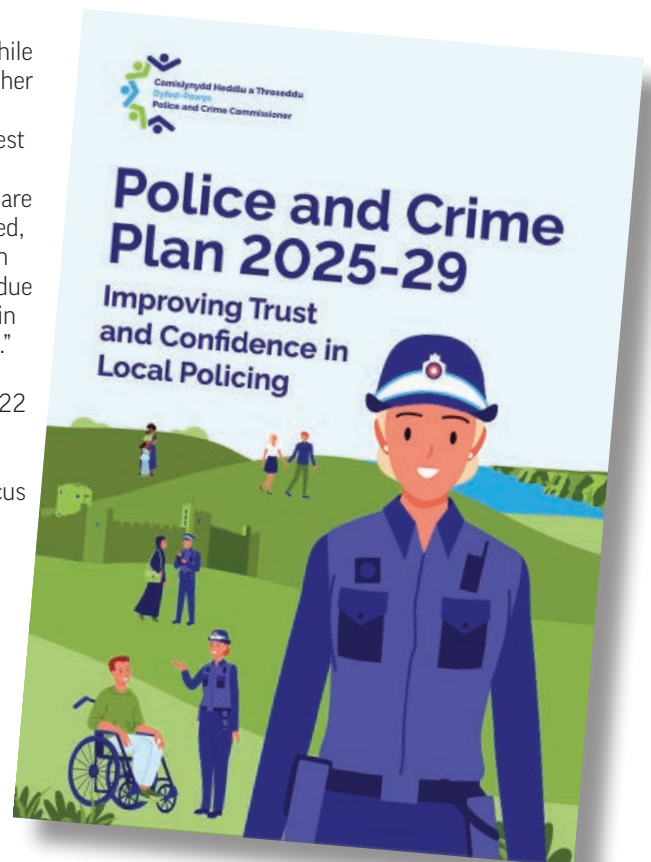
The Force initiated a Service Review Team in 2022 to identify operational improvements and savings opportunities, putting a focus on innovation, productivity and efficiency savings.

Fair funding for the Force

But the PCC is also continuing to lobby for a longer-term, fair funding settlement for the Force.

He says: "I will also continue to make the case for Wales to receive a fair allocation of funding arising from any Comprehensive Spending Review, review of the police funding formula or other relevant distribution of resources."

Delme has welcomed the PCC's stance and says it echoes the Federation's own efforts to convince the Government to commit to sustained, long-term investment



in the police service.

"For PCCs and chief officers to effectively plan for the years ahead they need to know the funding they will receive," he explains, "As it stands, it seems to almost be a 'boom or bust' approach. For example, the previous Government funded a three-year programme to increase police officers nationwide by 20,000.

"We did see an influx of new officers through that initiative which ended in March 2023 but now we are struggling to maintain our numbers and that is due at least in part to the underfunding of the police service, the pressures officers are under, the failure of successive governments to pay officers according to the dangers and challenges of their role and low morale among the workforce due to feeling undervalued and disrespected by politicians and the public."

[Read the Police and Crime Plan 2025 - 2029.](#)

“As a Federation, we welcome these aims and we know our members will do their utmost to work to these priorities but the PCC also needs to be aware that there is only so much officers can do. Our members are already stretched, coping with increased demand through new and emerging crimes and the more complex nature of criminality too while also filling in the gaps in other services.

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‘NOW IS THE TIME FOR A ROBUST RESPONSE’:

FED REP REACTS TO NEW NATIONAL VAWG CENTRE

A Federation representative with years of experience combatting violence against women and girls (VAWG) has welcomed the arrival of a new national police centre promising specialist responses to such crime.

The National Centre for VAWG and Public Protection will open this month (April) in Ryton, after being backed by more than £13 million of government funding.

It is set to bring around 100 officers and staff together to act as a national coordinating function, prioritising the likes of domestic violence, sexual abuse and stalking against women and children.

Branch workplace rep Kelly Draper and acting sergeant within Dyfed Powys Police's Crime and Incident Hub says her previous position in the Force as a domestic abuse (DA) officer has been the highlight of her policing career so far.

Through this role, Kelly has helped countless high-risk DA victims across the Ceredigion area to gain refuge from their circumstances and 'change their lives for the better'.

Outside of her operational duties, she has also worked as a vulnerability training coordinator – and as someone who identifies gaps in police capabilities around both DA and wider VAWG, she readily endorsed the need for a dedicated national facility.

"I think the new centre is a welcome addition to our force – in my view, it represents a big step forward towards finally bringing VAWG in line with other serious crime," Kelly said.

"Of course, it's important to



Workplace representative Kelly Draper.

acknowledge something like domestic violence, for example, can happen to men and boys too, but these sorts of crimes have disproportionately impacted women and girls for too long – and now is the time for that robust response to come in.

"For me, the best outcome of the centre would be our ability to identify risk being strengthened, so we can then put better safeguarding in place for victims and potential victims.

"The aims set out around training, research, investigation and tracking will hopefully allow that to happen, so I think this opening is very much a good thing."

Kelly, 48, attributes her passion around VAWG all the way back to her early experiences in the Metropolitan Police, where she started life as a cop in 1998.

"I can still remember some of the first victims of DA I ever saw – the ones who had really been left in a bad way. It left a lasting impact on me, and from then on, I felt like I had a purpose to help people in these situations," she said.

"When it comes to victims, I think the most important thing has always been them knowing they will be believed, listened to and protected by the police.

"That sense of trust is vital, and I've seen it become a huge barrier when it's lacking. A lot of hard work will be needed in the centre, but even the announcement [of its opening] itself should raise awareness about how serious the force is around supporting victims of VAWG."

For Kelly, this commitment needs to be publicised as widely as possible so 'victims of all backgrounds' know comprehensive help is out there.

A central objective of the national VAWG centre is to enhance the knowledge of all 43 police forces in England and Wales so that relevant officers can handle cases arising from all sorts of circumstances and demographics.

Change is also taking place internally at Dyfed Powys Police, with the Force in the process of adapting to a fresh domestic abuse risk assessment (DARA) as modelled by the College of Policing – the body set to run the new centre alongside the National Police Chiefs' Council (NPCC).

Kelly continued: "At the heart of any conversation around DA should be the idea it does not discriminate against anyone, whether you live in the city or on a farm, you're rich or poor, or you're young or old.

"I have been a victim myself – someone whose job it has been to fight against it.

"And it has made me fight even harder. It has even been [part of my inspiration to become a rep](#), to give back to the Fed for helping me through the difficulties it caused for me at work.

"DA and VAWG needs specialised policing dedication, and I know the force will continue to strive to level up in this respect to give the public what they deserve from us."

“Of course, it's important to acknowledge something like domestic violence, for example, can happen to men and boys too, but these sorts of crimes have disproportionately impacted women and girls for too long – and now is the time for that robust response to come in.

MEN'S RUGBY TEAM PLANNING FOR NEXT SEASON AFTER CUP HEARTBREAK

Dyfed Powys Police men's rugby team is on a recruitment drive ahead of next season.

The current campaign ended in heartbreak with defeat in the semi-final of the national police cup competition.

It is the fourth year running the side has lost in the semi-finals of the Police Sports UK (PSUK) cup.

Sergeant Darren Morgan, club secretary, said: "We've got a really good group, but we're always looking to add to playing strength and depth. We've already been on a bit of a recruitment drive.

"We've got a semi-professional centre, Aled Rees, coming in, who has been part of the Ospreys and Scarlets Academy.

"And we've got an ex-Scarlets, Leicester Tigers, and England U20s second row, Tom Price, who is just finishing his training.

"We would encourage people who are interested in playing or getting involved to do so."

The team lost 50-47 in the last minute of a semi-final clash with Scotland Thistles at Heywood Road, the home of Sale FC Rugby in Greater Manchester, going down to a penalty at the death.

Scotland Thistles will play South Wales Police in the final on Wednesday 23 April.

"It was an awesome game of rugby," Darren said, "But with almost 100 points in the game, there was not much tackling though! We are hugely disappointed that we lost."

Darren said he was proud of the side, which was hit by late withdrawals through injury and unavailability.

"There's nothing you can do about that, and the boys got on with it and gave it a really good go.

"We left it all out there. They did really well, and on another day it might have gone our way.

"Well done to Scotland Thistles, it was another classic game against them. We wish them well in the final."

Darren has been involved with the Force's men's rugby side for more than a quarter of a century.



Recruitment drive for Force rugby team.

"Dyfed Powys has a massive history in PSUK competition," he said. "When I joined we won it three years on the trot. It's huge for the organisation and really close to my heart."

Darren was a second row during his playing days. "I wish I was a scrum-half with the way my joints are now," he joked.

He played semi-professionally for Llanelli and also represented British Police before retiring five years ago shortly before the pandemic.

Now 49, he co-ordinates the Dyfed Powys team, seeing the team player pool grow from 20 to 70 in recent years.

"You need the depth of player pool because of the shift patterns of everybody and then a few injuries here and there," he said.

"It's a bit like a Barbarians set up. We don't really train. It's all rugby players who play for different teams and we come together to play.

"Our last game was in Llanelli. We've had games in Tenby, and at St Clears RFC.

"We tend to move it around to promote the game, the team, and what we do. We're

always looking for more people to get involved."

Darren is supported by treasurer, DC Lawrence Holcombe. Sergeant Kevin Allen, capped more than 50 times by British Police, coaches the forwards, while former semi-professional outside-half Gareth James, who coaches Ystalyfera in the Championship West, is the backs coach.

Darren said the team gets a lot of support inside and outside the Force.

"We get supported by the organisation to have time to play, which is great and makes a big difference," he said.

"We've got our sports association, which will fund our traveling and bits and pieces for kit.

"And we've got really supportive sponsors. Castell Howell have supported us for years.

"We've recently got Axon on board, and with them we've just purchased some new jackets for the players.

"We've got Police Pass, an educational company which trains officers for promotion, and Kingdom, who are the cleaning agency for the organisation. They have come on board this season.

"Through those sponsorships, we've now got after-match attire with shirts and ties and we've got off-field leisurewear.

"The boys commit their time, which impacts on family, and also play for their clubs at the weekends, so it's something we try to reward them with."

“Dyfed Powys has a massive history in PSUK competition. When I joined we won it three years on the trot. It's huge for the organisation and really close to my heart.”



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