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“FAIR PLAY”

THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
WINTER 2025

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greetings

CONFERENCE BROUGHT
UNITY AND
PURPOSE
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BRANCH CHAIR ENCOURAGED BY 'RENEWED SENSE OF PURPOSE' AT ANNUAL CONFERENCE



By Delme Rees, chair of Dyfed Powys Police Federation.

Welcome to the final edition of the Dyfed Powys Police Federation magazine for 2025, which has been another busy and challenging year for policing.

But I have been heartened by the changes taking place at the national Federation, which feels like it's undergoing a culture shift after what has been a difficult and challenging period.

That was epitomised by the annual conference, which brought together elected delegates from across England and Wales, and it was encouraging to see a renewed sense of purpose and unity.

One of the issues that resonated with me was the impact on families when an officer is under investigation.

Children notice that something is wrong when mum or dad is suddenly home every day. Partners carry a heavy emotional load as they witness the strain that prolonged investigations can have.

I think we need to do better for them, and I will be working in the region to identify services that support the whole family.

The emotional toll of misconduct investigations is well known. These processes take far too long, and the personal cost, such as questioned credibility, isolation, and uncertainty, can be immense.

All of which made the session on suicide rates among officers under investigation one of the most sobering of the conference.

The Federation called for all forces to record officer suicides and attempts. Dyfed Powys has a strategy in place and already does this, but national inconsistency remains a problem.

Without clarity and standardisation, we will never fully understand the scale of the issue.

Mental health was a major theme of the conference.

It was excellent to hear about the ongoing campaign by Spencer Wragg, Hampshire Police Federation chair, to get the Stay Alive suicide prevention app installed on every police phone in the country. We're fully behind this and will be promoting it within our own Force.

If you are feeling low or anxious, you are not alone. Please reach out to your Fed rep, contact us in the office, or speak to your line manager.

I continue to be impressed by the enthusiasm and dedication shown by our new workplace representatives. Stepping forward to serve your colleagues is no small undertaking. They are already strengthening our team, and I look forward to seeing how they continue to shape our work in the year ahead.

You can read a round-up from conference on pages 4 and 5.

Members will know that conference voted in favour of raising subscriptions by £2 a month and ending the current 50% discount for student officers.

This will strengthen core legal and welfare service, fund a new victims and witnesses support programme, and increase the impact of our campaigning.

As a branch we're busier than ever, particularly in representing newer officers. This increase in work has driven the need for another full-time position in the office. I'm pleased to welcome Leyton Phillips as our new student lead. Do take the time to

read more about him on page 7.

I continue to be impressed by the enthusiasm and dedication shown by our new workplace representatives. Stepping forward to serve your colleagues is no small undertaking. They are already strengthening our team, and I look forward to seeing how they continue to shape our work in the year ahead.

The recent change in the legal test for the use of force in police misconduct cases is most welcome. This has been a long-standing concern for many officers who feared that necessary split-second decisions could be unfairly scrutinised through the wrong lens. The revised test represents a more realistic understanding of the decisions officers must make in dynamic and often dangerous situations. You can read more about it on page 9.

A significant change on the horizon is the abolition of Police and Crime Commissioners. I have enjoyed a constructive working relationship with our PCC, even when we have not agreed on every issue. That professional respect has allowed us to navigate challenges effectively, and I hope the new structure, whatever form it takes, will enable the same.

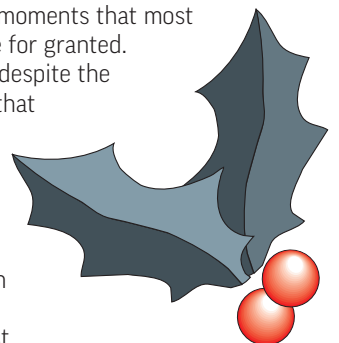
Financially, our Force is in a relatively stable position, thanks in part to the PCC's decision to increase the precept. This has already delivered 17 additional officers.

On top of that, we will be gaining a further 33 officers through the Neighbourhood Policing Guarantee. It is encouraging to see investment translating into real numbers on the ground.

With Christmas fast approaching, I want to finish by wishing you all a safe and peaceful festive period.

This time of year is always demanding for policing, and many of you will miss family gatherings, school events, and the simple moments that most people take for granted.

I hope, despite the pressures, that you all find some time to rest and share the season with those who matter most.



CONFERENCE BROUGHT UNITY AND PURPOSE, SAYS NEW FULL-TIME REP

Dyfed Powys Police Federation's newest full-time rep says the annual conference offered a clear sense of direction for the organisation.

New student officer lead Sergeant Leyton Phillips attended the conference at the NEC in Birmingham, describing the event as 'impactful' and 'reassuring'.

Leyton, who is also the branch treasurer, vice chair and deputy conduct lead, said one of the main things he took away from the conference was from a [powerful session on police officer suicide](#).

Conference heard calls for the mandatory recording of all police officer suicides and attempted suicides.

PFEW said the current lack of official data meant policing had 'no real understanding' of the scale of the crisis facing its workforce.

"That discussion really hit home for me," said Leyton, who has been an officer for 21 years. "You can't truly understand a problem without data, so the call for all forces to record suicides and attempted suicides is a really important one."

"Once you've got the data, you can identify causes and look at meaningful solutions."

Another major takeaway for Leyton



was the direction the Federation is moving in, and the sense of unity among delegates.

"The organisation feels more stable and more professional than it has for a long time," he said.

"The speeches from (chair) Tiff Lynch and (chief executive) Mukund Krishna I think really demonstrated that."

"After a couple of rocky years, the Federation feels like it's on a strong path to recovery."

Leyton also highlighted the benefit of an in-person conference and being in the same room as Fed reps from across the country.

"You get a much clearer picture of what people are experiencing and what issues are coming through nationally," he said.

"I came away feeling we're heading in the right direction, and it's given people a clear focus for the work ahead."

CEO ANNOUNCES THREE NEW INITIATIVES TO SUPPORT MEMBERS

PFEW chief executive Mukund Krishna used his keynote speech to announce three 'commitments' to support members.

The first was to produce an annual report called The Real State of Policing.

It would give policymakers, the public and policing leaders a clearer view of the strain on officers, and offer an alternative perspective to the 'HMICFRS top-down' State of Policing report, Mukund said.

He said the report would 'reflect the true views of our members on kit, leadership, culture, shift patterns, and welfare'.

The second commitment was to roll out a Victim and Witness Support Programme.

Mukund said: "We have a moral responsibility to treat each other with dignity."

The third commitment was to introduce a Welfare Programme for Federation reps.

Mukund said: "Supporting our reps means better support for our members."



PFEW Chief Executive Mukund Krishna.

He opened his speech with praise for the 'amazing work' of Federation reps and staff, before reflecting on the past three years.

"We faced potential financial liabilities of over £100 million, with significantly lower sums in the bank," he said. "If that's not an existential crisis, I don't know what is."

He added: "In the last three years, we've secured £150 million in compensation for members."

"This year alone, we've delivered over £40 million, with every penny going back to the membership."

"We've invested £35 million of subscription funds to achieve these wins, hiring top barristers and lawyers, and supporting reps who work tirelessly on the ground."

"We've processed 20,000-member claims; real people doing real work, not AI or automation."

"We've seen record engagement: 1,600 reps nominated in elections, unprecedented levels of interest, and record numbers of women chairs in branches."

"These achievements show we are making an impact. Just two weeks ago, we secured a seven-figure settlement for a member on top of the £42 million already delivered this year."



PFEW chair Tiff Lynch.

COPPED ENOUGH CAMPAIGN HAVING A BIG IMPACT

PFEW chair Tiff Lynch told conference the Copped Enough campaign has returned 'policing to the centre of the national conversation'.

Tiff opened PFEW's annual conference with a focus on the achievements of the opening 12 months of the high-profile campaign.

She said: "One year ago, we said 'enough is enough'.

"We told the country that police officers deserve fair pay and respect – and the people have listened.

"Copped Enough has become more than

a campaign. It's a movement.

"It's put policing back on the centre of the national conversation.

"And it's united our members and reminded the public that behind every uniform is a person who deserves to be valued."

The conference, she said, was an opportunity to 'reconnect' and 'bring our Federation family back together'.

She added: "We are delivering the change our members deserve."

[Read more on Tiff's conference opening speech.](#)

SUBSCRIPTIONS INCREASE

Delegates voted to introduce a £2 per month increase in member subscriptions from 1 January 2026. This will take the gross monthly rate from £24.31 to £26.31.

In addition, the current student officer 50 per cent discount will end, meaning that from 1 January 2026, all new members joining the Federation will contribute at a single standard rate from their first day of membership. There will be no change to the rate for current student officers.

Subscriptions have only risen twice in the past decade, while demand for our legal and welfare support continues to grow rapidly.

The increase will help us to:

- **Protect and strengthen core legal and welfare services, fighting on more fronts to deliver more for members**
- **A new victims and witnesses support programme, standing up to inappropriate and illegal workplace behaviour**
- **Increase the impact of our campaigning on pay, conditions and wellbeing.**

Our role is to stand beside you on your toughest days, in the moments that matter most, and in the national debates shaping the future of policing.

These changes are about securing the Federation's ability to do that, not just now but for the long term.

PFEW SECRETARY WARNS OF POLICING CRISIS AND CALLS FOR URGENT REFORM



John Partington.

Delegates heard a powerful call for action from John Partington, who spoke of the urgent need for reform across policing pay, conditions of service, recruitment standards, and officer protection.

The PFEW secretary emphasised that policing now requires a louder, unified voice to advocate for fairness, transparency, and the long-overdue recognition of the responsibilities carried by officers.

John said over the past year, the Federation has made significant progress towards greater transparency and member engagement.

For the first time, members received full sight of the final pay offer before a decision was made.

He said that evidence presented by the Federation contributed to a 4.2 per cent pay rise, increases to allowances, improved overnight and hardship payments, and a commitment to address critical issues such as compensation for extra hours worked, shift disturbance, and detective burden.

John also discussed the need for standardised psychological testing for police recruits to ensure they possess the temperament, values, emotional readiness, and resilience required for modern policing.

He said policing was among the UK's most regulated professions, yet recruitment standards vary widely.

[Read more on the conference discussion.](#)

HIGHLIGHTS OF 2025

As 2025 draws to a close, branch chair Delme Rees has reflected on some of the highlights of the year – and the members at the centre of them.

His three standout moments include the Federation elections at the start of the year, the inspirational National Police Bravery Awards, and the moving National Police Memorial Day.

The first highlight came with the branch elections in January.

Dyfed Powys Police Federation members voted in 11 new reps.

Drawn from all geographical areas of the Force, they included PCs, sergeants, and inspectors, operating in response, CID, custody, neighbourhood policing, and firearms.

The new reps took their seats for their first meeting at the start of March alongside 11 returning reps to form the branch council.

They were joined at the meeting by the then Chief Constable, Dr Richard Lewis, who welcomed the reps for their three-year term.

Delme said that although being a Federation rep can be challenging, it's a hugely rewarding role.

He said: "Workplace reps carry out their Federation role in a voluntary capacity, fitting in their Federation work around their policing duties.

"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."

Delme was also re-elected as branch chair, and set out his priorities for the coming term.

These included building resilience and experience in the branch's leadership, ensuring continuity in the face of change, and to ensure the branch was in the best possible position to represent its members.

He said: "Circumstances often change quickly and can impact on the board's ability to deliver the best service and



representation to the members we support, and this is something I will focus on."

The second highlight was the Police Bravery Awards, which were held in London in July.

Dyfed Powys Police Federation was represented by PC Jonathan Tatam.

Jonathan was nominated for his exceptional work at the scene of a serious road traffic collision in the summer of 2024, where he rescued a man whose leg was trapped inside a burning car.

He attended the awards with his mum, Rosanne.

They enjoyed a special Downing Street reception hosted by the then Home Secretary Yvette Cooper, who thanked the nominees for their bravery and professionalism.

Ms Cooper was joined at the awards ceremony with Policing Minister Dame Diana Johnson OBE, and Tiff Lynch, the Police Federation of England and Wales chair. Prime Minister Sir Keir Starmer congratulated the nominees on their achievements via a video message.

Jonathan said: "It was a very special day, ended by a brilliant awards ceremony.

"It was an amazing feeling to be among so many other inspirational police officers and share our stories and nominations with each other. For everyone to be able to take a pause from our busy work lives and receive some appreciation was genuinely lovely, and I think you could feel that in the atmosphere.

"As we always say, we were simply doing our jobs, but there's no doubt we do take risks and push ourselves every day, so the recognition was very much welcomed and I feel lucky to have been treated to such a superb day, from start to finish."

Jonathan was part of the Region 7 category on the night, which was won by



officers at South Wales Police.

Delme accompanied Jonathan to the event. He said: "As the Bravery Awards come and go for another year, I'd like to take the opportunity to thank all our members for all the unbelievable work they do for our profession day in, day out. You all deserve to be recognised for everything you do."

Delme and branch secretary Ceris Davies represented Dyfed Powys Police Federation at the National Police Memorial Day in September, the third of his highlights.

They were joined at the service at Coventry Cathedral by Chief Constable Ifan Charles.

The day brought together the family, friends and loved ones of officers who have died in the line of duty, as well as serving and retired officers of all ranks, politicians, civic and faith leaders, and members of the public to pay their respects. In all, more than 1,000 people attended.

And Delme had the honour of serving as the Force's standard bearer.

He said: "It's one of the most important dates on the police calendar.

"Life is busy, policing is even busier, so it's important that there is such a day that allows us to stop and remember those who lost their lives while serving, allowing forces and colleagues to come together outside of a mutual aid deployment.

"It's vital that we continue to remember the fallen officers and support their families and their loved ones. Their sacrifice will never be forgotten."



NEW FULL-TIME REP USING 21 YEARS OF FRONTLINE EXPERIENCE TO SUPPORT STUDENT OFFICERS

Dyfed Powys Police Federation's newest full-time representative brings with him more than two decades of frontline policing and a passion for helping the next generation of officers.

After eight years as a workplace rep, a role he balanced with demanding operational posts, Sergeant Leyton Phillips took up the full-time Federation role in September.

His portfolio is considerable, comprising student officer lead, branch treasurer, vice chair and deputy conduct lead.

Leyton, 40, says he manages the roles with the same organisation that has helped to shape his career since he joined Dyfed Powys Police as an 18-year-old.

He said: "I suppose I've always been very organised to try to keep on top of my work."

"That's been a theme throughout my career and helps me to manage to spin all the plates."

Leyton said a childhood fascination with the TV programme *The Bill* was an early inspiration for his ambition to become an officer.

He said: "Growing up I watched *The Bill*, and being a police officer was all I can remember wanting to do."

"I knew I wanted to join the police, so as soon as I could apply at 18, I did."

"I still wake up every day wanting to come to work. People ask whether I'd join the police again, and I always say yes. This job gives you opportunities like no other."

Leyton joined the Force in September 2004 and has spent his career in operational roles.

From his first posting at Cardigan, he quickly went into roads policing, spending around a decade on traffic, before taking on roles in driver training and public order.

Promotion to sergeant brought a return to response policing in Lampeter, followed by time on custody in Aberystwyth before joining the Federation office.

Along the way, he policed at major national events, from COP26 in Glasgow to riots in Bristol, as well as on large-scale football and political operations. Those experiences, he said, gave him opportunities few careers can match.

"I still wake up every day wanting to come to work," he said. "People ask whether

Sergeant Leyton Phillips.



I'd join the police again, and I always say yes. This job gives you opportunities like no other."

Leyton's involvement with the Federation began early in his service, long before he formally joined as a workplace representative.

"I went to conference as an observer years before I came into the Fed," he said. "Back then we'd send 25 officers to conference, and I think that's what first got me interested in the Federation and its work."

Leyton said his reason for becoming a workplace rep was the opportunity to support colleagues, negotiate on their behalf, and help ensure fairness within the organisation.

"As a supervisor, people would often come to me for informal advice," he said. "Becoming part of the Fed gave me more structure, more ability to influence, and to be that visible local representation for members."

Leyton attended his first national conference since taking up the full-time role, and it made a big impression on him.

Held at Birmingham's NEC in November, the conference was the first in-person gathering in three years.

And he said the return to a face-to-face format created a renewed sense of unity.

"Being back together after three years without an in-person conference made a huge difference," he said. "You get a much clearer picture of what people are experiencing nationally."

He added: "The organisation feels more stable and more professional than it has for a long time."

"After a couple of rocky years, the Federation feels like it's on a strong path to recovery."

Leyton's primary focus in his extensive portfolio is on student officers.

He sees his 21 years on the frontline as central to the role, particularly at a time when some supervisors have only a few years' service themselves.

"I want to be visible and accessible," he said.

"I meet student officers who might be struggling or need support, and I can give them different ways of working, different ideas to prioritise their workload."

"They'll often say they didn't think of that, and it might be because their supervisors have only got two or three years more experience than them."

"That's replicated nationally."

"I think I can offer a lot. I've been frontline throughout my career, so that's where I find benefit at the moment."

"I want to make sure student officers feel supported, listened to, and treated fairly from the very start of their careers."

Leyton works alongside branch chair Delme Rees, and secretary Ceris Davies, forming what he describes as a well-rounded and highly experienced team.

"The three of us all bring something different," he said. "Between us, we've got bucketloads of experience across different areas of policing."



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CHANGE IN LEGAL TEST FOR POLICE USE OF FORCE WELCOMED BY CHAIR

A change in the legal test for the use of force in police misconduct cases 'can't come quickly enough', says Dyfed Powys Federation chair Delme Rees.

Delme welcomed an announcement by the Government that it will restore the criminal law test for assessing officers' use of force in misconduct cases.

This means that when officers need to act quickly in the face of danger, they must have an honest belief that use of force is necessary.

Currently, a police officer's use of force in a misconduct case is assessed using a civil law test, which has less mitigation for genuine mistakes.

Delme said: "This change in the law is absolutely welcome and can't come quickly enough.

"The change will reflect the incredibly high pressure members work under and the split-second decisions they face in protecting the public.

"Accountability in policing is vital and officers will still be subject to the highest standards of professional conduct.

"But our members need to know that they will be treated fairly if they make a genuine mistake."

The move has been recommended by an independent review carried out by Sir Adrian Fulford PC and Tim Godwin OBE QPM and published by the Home Office.

The reviewers found that police officers do not have the confidence to use their powers of force effectively, due to past legal cases complicating their decision-

making, the Home Office said.

While the criminal law test was used in the past for misconduct cases, a Supreme Court ruling in 2023 found the civil test should apply. The review found that this change has created confusion and inconsistency, resulting in a negative effect on police morale, particularly among firearms officers.

The change in the legal test for use of force in misconduct cases will apply to all situations in which a police officer uses force, including in self-defence or in defence of others. The government will legislate to make this change to the use of force test following consultation with the Police Advisory Board for England and Wales as required by law and as soon as the Parliamentary timetable allows.

Delme said: "When it comes in, it will give our members the confidence to act on their training and do what they do best in keeping people safe."

“When it comes in, it will give our members the confidence to act on their training and do what they do best in keeping people safe.”



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