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THE MAGAZINE OF DYFED POWYS POLICE FEDERATION
SUMMER 2026



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CHAIR REFLECTS ON A BUSY SUMMER FOR FED BRANCH



By Delme Rees, chair of Dyfed Powys Police Federation.

Welcome to the summer edition of our members' magazine for 2026. It's been another incredibly busy period for the branch, and this column gives me a chance to highlight issues we've been campaigning on and some of your incredible stories.

Firstly, I want to talk about this year's Police Bravery Awards, which remind us of what policing is about. Every day across Dyfed Powys Police force, our members carry out acts of courage and put themselves in harm's way to protect people and our communities, often making split-second decisions in dangerous and unpredictable circumstances.

I was honoured to accompany PC Spencer Rourke to the awards in London, who was nominated on behalf of Dyfed Powys Police for rescuing a woman who was around 100m out to sea in Milford Haven. You can read all about it on page 7.

Bravery can come in many forms, including seeking help for mental health issues, which can affect anyone.

Recent figures revealed that during 2025/26, 165 Dyfed-Powys Police officers were absent through depression, anxiety, stress or post-traumatic stress disorder.

The figures, which you can read about on page 8, reinforce the need for continued investment in occupational health, early intervention and meaningful wellbeing support.

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Seeking help is a sign of strength and we must continue working to remove any stigma around mental health.

One of the most effective ways of maintaining physical and mental wellbeing is through sport and physical activity.

I was delighted to see our men's rugby team lift the PSUK Shield and end a 20-year wait for silverware. You can read about their success on page 8.

Police sport is about much more than winning trophies. It builds resilience, teamwork, friendships and provides an invaluable outlet from the pressures of operational policing.

I had the privilege of taking on my own physical challenge when I was part of the

Dyfed Powys Police team in this year's Police Unity Tour (PUT).

It was my first time riding in the event, having previously been part of the support team.

It was incredibly poignant and emotional as officers and staff from across the country came together to remember fallen colleagues and to support their families.

The camaraderie, remembrance and sense of purpose make it an unforgettable experience, and I would encourage anyone considering taking part in the future. You can read more about the PUT on pages 4 and 5.

Finally, I cannot ignore the continuing issue of police pay.

While any increase is welcome, this year's 3.5 per cent pay rise, which is less than the Police Remuneration Review Body's recommendation of 3.9 per cent, shows that the current system is broken.

Police officers deserve a fair, independent and sustainable process that properly recognises the unique responsibilities, restrictions and risks that come with the role.

For too long, officers have seen their pay not keeping pace with the rising cost of living, which in turn affects morale, recruitment and retention.

As I have said previously, the current police pay system is broken and it must change. We will continue to press for a fairer settlement that properly values the dedication and professionalism our members demonstrate every day.

Thank you, as always, for everything you do on behalf of Dyfed Powys Police and our communities. Stay safe, look after yourselves and each other.

CHAIR CALLS FOR INDEPENDENT PAY SYSTEM

Dyfed Powys Police Federation chair Delme Rees renewed calls for a fully independent police pay system.

It comes after the Government awarded officers a 3.5 per cent pay rise, rejecting the Police Remuneration Review Body's (PRRB) recommendation of 3.9 per cent.

Delme said the decision undermined confidence in the pay review process, which he described as 'unfit for purpose'.

He said: "If the Government can simply ignore the recommendations of the independent body, then the process has lost all credibility."

Delme added: "It won't be lost on our members that MPs have received a five per cent award and other public sector workers received significantly higher settlements than policing."

"I can't help but think things would be different for our members if we had a genuinely independent pay review system."

Police Federation of England and Wales (PFEW) echoed Delme's criticism, accusing the Government of undermining the credibility of the PRRB by rejecting its recommendation.

In its submission to the PRRB, PFEW called for pay awards of at least seven per cent over the next three years to help reverse years of declining real-terms pay.

It warned the decision would worsen recruitment and retention challenges and said that, once inflation, increased pension contributions and frozen tax thresholds are taken into account, officers will see little benefit.

PFEW National Secretary John Partington said: "It's clearer than ever before that the Government is controlling the pay review process."

"It handpicks the pay review body's membership and tells them what they're allowed to consider."

"It's like a football match where one side selects the opponents' players and referees the game."

"Even with all that in their favour, the Government has chosen to over-turn the result and fix the outcome."

"The time has come for a proper system of binding arbitration, along with collective pay bargaining, so police can be fairly paid."



FED CHAIR REFLECTS ON FIRST TIME CYCLING IN POLICE UNITY TOUR

Federation chair Delme Rees was among those honouring fallen officers as the Care of Police Survivors (COPS) Service of Remembrance took place to cap off the 2026 Police Unity Tour (PUT).

The annual service was held at the National Memorial Arboretum in Staffordshire, the end destination for all PUT participants from across England and Wales

after a three-day bike ride in memory of officers who have died on duty.

The ride also raises money for COPS, the charity that supports the families of fallen officers and helps them to connect with each other and share their experiences.

After twice being part of the support staff for the event's Wales chapter, branch chair Delme was involved as a rider for the

first time in this year's PUT, which was held from Friday 7 August to Sunday 9 August.

Speaking at the Arboretum, he said: "It's been an emotional weekend, but also really impressive to meet up with all the other chapters here today, because you can see how big this event is for policing.

"It's my first time doing this [as a rider], and it's been a good challenge.



The Police Unity Tour reaches the National Memorial Arboretum.

"We've cycled from Aberystwyth to Shrewsbury – once we got out of the Welsh mountains, it wasn't too bad – and then Shrewsbury to Telford, followed by Tamworth and at that point, we were in Staffordshire for the final leg of the journey to the Arboretum.

"It was all absolutely worth it to honour our fallen colleagues, and to show their families and friends that we will never forget about them in this profession."

Delme added that he would like to see more branch members get involved in the event and experience such a special highlight in the policing calendar for themselves.

"I'd encourage serving officers to join us – we've got a number of retired officers who've done it since they were in service, and now I think it's time to generate some interest in terms of getting some operational officers, from Dyfed Powys at least, involved in some capacity.

"It's always a very poignant and touching few days, and it represents an opportunity

to take a pause from work and really reflect on the colleagues who once stood beside us, before they made the ultimate sacrifice.

"This service at the end also allows you to mark their lives in a very honourable way, joined by others from across the country who have also cycled all those miles in their memory."

Once the entire PUT procession had reached the Arboretum, the Service of Remembrance got underway, being opened by COPS president Gill Marshall.

After this came a reading from Katie Hull, the daughter of Hertfordshire Police Constable Ronald Hull, who was killed by a speeding car on this day in 1989.

Joanne Woodward, sister of South Wales Police Sergeant Mark Woodward, who died in a motorcycle accident in 2002, also shared her story.

The Roll of Honour was then read out, featuring the names of all officers who have lost their lives in the line of duty over the past year:

- **Police Constable Marcus Bennett**, of Civil Nuclear Constabulary, who died on 30 January 2025
- **Police Constable Francis Hawkins**, of Metropolitan Police, who died on 11 February 2025
- **Police Constable Ian Minett**, of Gloucestershire Constabulary, who died on 21 June 2025
- **Police Constable Faizaan Najeel**, of Northamptonshire Police, who died on 26 September 2025
- **Police Constable Matthew Parker**, of Essex Police, who died on 19 November 2025
- **Police Constable Bradley Corke**, of Kent Police, who died on 21 March 2026
- **Police Constable Mark Chester**, of Ministry of Defence Police, who died on 2 May 2026
- **Police Constable Jess Turnbull**, of Northumbria Police, who died on 10 June 2026
- **Police Constable Alice Slominska**, of Bedfordshire Police, who died on 17 July 2026.

Following this, a minute's silence was conducted and wreaths were laid 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 of the service was delivered by Ella Dent, the stepdaughter of Metropolitan Police Constable Chris Dent, who died in a motorcycle accident in 2009.

Attendees then heard music performed by the West Midlands Police Brass Band and West Midlands Superintendent Sam Batey.

Chief Constable Sir John Robins QPM DL, from the COPS Chair of Trustees, closed the service. Families and guests then made their way to The Beat, an avenue of trees dedicated to individual forces and officers, to lay wreaths and single red roses.



The Dyfed Powys Police team gather at their Force's memorial tree at the National Memorial Arboretum.

MEN'S RUGBY TEAM ENDS 20-YEAR WAIT FOR SILVERWARE

"We finally did it!" said Dyfed Powys Police men's rugby club secretary Darren Morgan after they ended their long wait for silverware.

The team enjoyed a 45-27 victory over Scottish Thistles at Sale FC Rugby in Greater Manchester to lift the Police Sports UK (PSUK) Shield.

Darren said "It's been 20 years coming since we won the last trophy.

"When I joined the job, we won three years on the bounce, but we haven't lifted it since 2005 so this one means a lot."

Darren said they produced a confident and well-organised performance to cap a successful season.

He said: "The boys committed big time to it this year and we've recruited well

"We've had players come through their police training, and they've all made themselves available, which makes a massive difference.

"To lift the trophy shows the strength of our development and that the future of the club looks really bright."

Having narrowly missed out in recent seasons, victory brought a lot of emotions, Darren said.

He said: "For the last few years post-



The victorious Dyfed Powys Police rugby team.

Covid we've come close and lost by a point or two in really tight games.

"To finally reach the final and secure the win was fantastic. The boys were outstanding."

Darren said that the club continues to encourage officers and staff to get involved.

"We're always looking for players," he said. "Anyone interested is welcome."

Dyfed Powys Police Federation chair

Delme Rees congratulated the team on their win.

He added: "I'd encourage any officer or staff member who's thinking about getting involved to do it.

"Friendship, camaraderie, and support for colleagues extends beyond the job, and the Dyfed Powys Police Rugby team have really taken the opportunity to run with that and convert it to such a magnificent achievement."



What is workplace bullying?

Bullying or harassment at work can impact an officer's performance and their mental wellbeing. Experiencing these behaviours can make anyone feel alone and isolated, so it is important to know how to recognise it, where you can get support and the steps you can take.

Although there is no legal definition of bullying, it can be described as unwanted behaviour

from a person or group that is either:

- offensive, intimidating, malicious or insulting
- an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone

By law (Equality Act 2010), bullying behaviour can be harassment if it relates to any of the protected characteristics listed below:

- age
- disability
- gender reassignment
- race
- religion or belief
- sex
- sexual orientation

A key distinguishing factor between light-hearted jokes and bullying is that the behaviour is unwanted.

A chief officer may be liable for the unlawful harassment of an officer under their command by

staff under their direction, if they cannot show they have taken all reasonable steps to prevent the harassment. An officer may also be personally liable for unlawful acts committed in the course of their employment. In extreme situations where a resolution cannot be reached, legal action could be taken.

You are entitled to fair treatment and decency in the workplace. If you are being bullied or harassed – whether subtly or openly – the law is on your side.

Slater and Gordon can advise on your options and potential legal action. Our experienced employment solicitors are here to support and guide you if you are being bullied or harassed at work. Call us on **0330 107 6472** or visit **[slatergordon.co.uk/employment-law-solicitors](https://www.slatergordon.co.uk/employment-law-solicitors)**

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FED CHAIR PROUD OF BRAVERY AWARD NOMINEE

Dyfed Powys Police Federation chair Delme Rees praised the 'truly exceptional' actions of PC Spencer Rourke, who represented the Force at the Police Bravery Awards.

Spencer was nominated after carrying out a courageous late-night sea rescue in Milford Haven.

Spencer drew on his previous experience as a lifeguard and kayak instructor to rescue the woman, who was around 100m out to sea in May 2025.

Delme said: "I'd like to congratulate Spencer once again and reiterate that what he did to save the life of a drowning woman was truly exceptional and thoroughly deserving of a nomination.

"I'm delighted he was able to enjoy such a fantastic day in London, culminating in a wonderful ceremony where officers were recognised for their outstanding actions and received the genuine appreciation they so richly deserve.

"I'm sure the Bravery Awards not only celebrated those remarkable achievements but also gave Spencer the opportunity to meet other inspirational people with incredible stories of courage and dedication.

"Just as I'm immensely proud of Spencer, I'm equally proud of every one of our Federation members, who continue to go above and beyond every day to protect the public and uphold the integrity, professionalism and commitment of our service."

Hosted by the Police Federation of England and Wales (PFEW), the 31st annual Police Bravery Awards took place in London in July.

They brought together officers from across England and Wales whose courage, professionalism and selfless actions have made an extraordinary difference.

Spencer was joined by his son, Jacob, for a memorable day of recognition. They joined fellow nominees and their guests at an exclusive reception at 10 Downing Street, hosted by Home Secretary Shabana Mahmood.

The regional award was presented to officers from Gwent Police, who pulled an elderly man to safety from a house fire in Tredegar.

Officers from the Metropolitan Police won the overall national award for their courageous response to the Hainault attacks in April 2024.

Spencer said hearing colleagues' stories of courage made him proud to be an officer.

"There are some incredible stories of how officers have helped members of the public, whether that be saving them when they're in distress or tackling people who



PC Spencer Rourke (centre) with his son Jacob (left) and branch chair Delme Rees.

are set to do harm.

"It makes you proud to be part of the police family."

He added: "I am greatly honoured to represent the Force and surprised to have that honour.

"There isn't an officer that doesn't deserve to be here today for their acts of bravery, and I am grateful for the opportunity."

Opening the ceremony, PFEW national chair Tiff Lynch paid tribute to the 104 officers nominated for Bravery Awards and to the dedication and sacrifice of the wider policing family.

"Tonight, we will hear stories of individual valour, and accounts of sensitivity and love in the face of the most heartbreaking vulnerability," she said.

"Together, they paint a remarkable picture of modern policing.

"Policing asks a lot. It asks you to walk towards danger when everyone else is running away, and it asks you to make split-second, life-changing decisions in unpredictable circumstances.

"It asks you to be courageous and compassionate in equal measure."

Tiff led a poignant moment of reflection

to remember officers who had lost their lives in the line of duty over the past year.

The Home Secretary addressed nominees and guests through a recorded video message, thanking officers and their families for the sacrifices they make in keeping communities safe.

"It is my privilege to serve as your Home Secretary and to represent you all in government, especially on a day like today as we celebrate acts of heroism which would otherwise go unheralded," she said.

"With these awards, we honour your bravery, and we think too of your colleagues on duty right now, as well as your families who share your sacrifice and the officers and staff no longer with us.

"Today is a chance to say what is too rarely said – thank you, on behalf of the whole country, for the danger you face and the lengths you go to in keeping the rest of us safe."

RESPONSE POLICING CONFERENCE: OFFICER 'PROUD TO BE IN POLICING'

A Dyfed-Powys Police officer returned from the inaugural National Response Policing Conference with a renewed sense of pride in frontline policing.

PC Ben Cole said the event held as part of Response Policing Week highlighted the dedication of officers across England and Wales.

The event was held in Manchester by the Police Federation of England and Wales (PFEW) and the National Police Chiefs' Council (NPCC), and was attended by senior leaders, officers, staff, volunteers and policymakers.

Ben said: "I think what the event did well was acknowledging how big a job response continues to be, while praising its workers for handling that expectation so capably."

"It struck a good balance between the realities and the recognition."

"A word used a lot on the day was 'relentless', to describe the demands placed on us and our dedication in responding, and

I think that was very fitting.

"What also came through was the fact that attendees may have come from all over, but everyone was there because they care about response policing and want the best for it."

"My operational challenges might look very different to someone in the Met Police, for example, but we still share the same kind of calling and devotion."

Currently based in Cardigan, Ben originally joined Dyfed Powys Police 17 years ago as a PCSO before becoming a Special Constable a decade later and then a regular officer in 2022.

PFEW released research during Response Policing Week that indicated that nine in 10 response officers believe their working conditions are unsafe and understaffed.

Ben said: "I've always described response as the tip of the spear in policing."

"We are the first point of contact a victim of a crime will have with the police



PC Ben Cole.

in what can often be a long journey towards justice or resolution, so we must make a lasting impact."

"If that tip isn't sharp enough, our impact won't be strong enough, and the only way it remains sharp is through evolution – standing still with response is the same as going backwards."

"And to evolve, we need consistent support and investment. Without this, not only will the public suffer, but officers will too."

"We are the first point of contact a victim of a crime will have with the police in what can often be a long journey towards justice or resolution, so we must make a lasting impact."

TAKE TIME FOR YOUR MENTAL HEALTH, SAYS BRANCH CHAIR

Dyfed Powys Police Federation chair Delme Rees said mental health issues can affect anyone as he encouraged members to take time for themselves.

Delme was responding to figures that showed during 2025/26, 165 Dyfed Powys Police officers were off sick with depression, anxiety, stress or post-traumatic stress disorder (PTSD).

Delme said: "Policing is unlike any other job. It comes with pressures and demands that members of the public will never experience."

"Your mental health matters just as much as your physical health, and issues can affect anyone."

"People are more comfortable talking about their mental health, recognising the signs, and seeking support, which is good to see."

"But prevention is always better than a cure, which is why it is important we take time for ourselves and to check in with our colleagues."

Nationally, a record 19,443 officers were signed off with stress, depression, anxiety, or PTSD in 2025/26, a rise of 9.5 per

cent on the previous year, according to figures obtained by Police Oracle in a Freedom of Information request.

Delme said: "Policing is increasingly the service of last resort with officers having to step in when nobody else can."

"It means officers are picking up more and more demand, but resources aren't following suit, and this can impact their workload, rest time, and family life."

"Add in lengthy conduct and IOPC investigations, as well as life issues such as finances and relationships and we can see how things can get on top of people."

"And if you are experiencing emotional or mental health difficulties, please reach out. Talk to colleagues, speak to your Federation rep or your line manager, and access the support that's available."

"Please don't suffer in silence."

Support services available:

- **Mental Health Crisis Line (24/7) designed for police officers and staff: 0300 131 2789**
- **Samaritans (24/7): 116 123**
- **Mind's Blue Light Infoline: 0300 303 5999**



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