

FEDERATION FOCUS

News and views from South Wales Police Federation



**BRAVE OFFICER
CONGRATULATED
BY FIRST MINISTER**



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More information about the Federation, regulations and latest news items can be found at www.swpf.org

Cover photos: PC Nathan Davies with the First Minister, Mark Drakeford, at a reception for the 2022 Welsh forces' bravery award nominees and (inset) as the regional award winner at the bravery awards in London in July with deputy minister for social partnership Hannah Blythyn and national Federation chair Steve Hartshorn. Photos courtesy of Anderson Photography.

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VIEW FROM THE CHAIR

Season's greetings



By Steve Treharne, chair of South Wales Police Federation.

Firstly I want to wish everyone a happy Christmas and all the best for 2023.

Looking back on the last year, there have been enormous challenges for policing and I want to put on record my thanks to officers who, despite the backdrop of seemingly never-ending criticism, have got on with the job they signed up to do – serving and protecting their communities.

I know many of you will be working over the festive season but I hope you are still able to enjoy time with your loved ones.

Lost in translation

Policing degrees should not be scrapped but should instead become a vocational qualification.

The Policing Education Qualifications Framework (PEQF) places unnecessary pressure on student officers and needs reform.

The current scheme places such a heavy burden on those who are also trying to adapt to the complicated and stressful world of policing, especially those who shoulder caring responsibilities at home.

It is incredibly difficult for officers to turn to academic requirements after lengthy and stressful shifts. Many have to invest their time in completing their studies on their rest days - if they have not already

been cancelled - and annual leave.

This results in student officers not being able to decompress away from policing. The current system is breaking new officers and leading to an extremely bitter introduction to policing.

I have heard from student officers who cannot cope with the demands of their academic work. I know I would have struggled with the demands of PEQF, especially after many years away from educational studies.

The idea of professionalising the service by providing academic qualifications to officers is not wrong but has been lost in translation.

Policing turned the introduction of PEQF over to the higher education institutes and gave them too much free rein. They designed what they had experience in: academic degrees. Policing leaders should have done more to ensure the vocational ethos was fully ingrained and delivered within PEQF.

The Home Secretary's concession, that a non-academic entry route can run alongside the degree programme, means it would be unfair to dismiss academic entry officers who fail to obtain their qualification, since those not studying are not subject to the same rules.

How can there be justification in dismissing a student under Regulation 13 for failure under academic requirements when there will be another officer who has no such academic requirements placed upon them?

I strongly believe that the issues will dissipate significantly with the move towards a truly vocational degree with them being able to complete the degree requirements within their working time. It would seem like an uncomplicated process to make the degree fit for purpose within policing.

One potential avenue whereby the degree entry route could be incentivised is affording those with the degree, greater career progression.

As I near the end of what has been a fantastic career within policing and a move to the wider employment market, I must acknowledge that I leave without recognition of the skills I have gained in my career.

My transition away from policing would be significantly easier if I had a degree to leave with. It really shouldn't be too hard to create the necessary vocational degree, one which is aligned with a police officer's skills.

Police drivers urged to read new guidance



Police drivers are being reminded to read a frequently asked questions document giving guidance on new regulations which are now in effect.

The new regulations set out the prescribed training that will give trained police drivers the better protection in law afforded to them under the Police, Crime, Sentencing and Courts Act.

"The new regulations will have an impact on all officers who are trained to drive police vehicles and they must familiarise themselves with the new provisions," says Tim Rogers, police pursuits and driver training lead for the Federation nationally.

"I cannot stress highly enough how important it is for them to make sure they are fully aware of the changes and how they will affect them.

"Critically, their driving will no longer be assessed by the standards of the careful, competent driver, as was previously the case, but they will now be judged by those of their careful and competent colleagues who have completed the same level of prescribed training.

"The change in the law, which means police officers' skills and professional training will be recognised, is welcomed but we are sounding a note of caution too in that we must now ensure that all drivers are 'in ticket' with their training.

"My advice to any officer who is not up to date with their police driver training is very simple – don't drive a police vehicle because if you do you could be vulnerable to prosecution."

Tim has visited a number of Federation branches around the country, explaining the changes, how they impact officers and highlighting the importance of officers only driving when they are 'in ticket'.

National Police Chiefs' Council (NPCC) police driving lead DCC Terry Woods has welcomed the legislative change: "I believe this is an excellent step forward for police drivers. Standardisation throughout the UK on police

driving courses is essential in providing a minimum standard to all officers and making the roads safer for all.

"I would urge officers to ensure they understand the new legislation and the importance of compliance with the relevant driving refresher requirements."

The regulations will be enshrined in law through The Road Traffic Act 1988 (Police Driving: Prescribed Training) Regulations 2022 and came into effect on 30 November.

The new FAQ document has been produced by the Police Federation of England and Wales and the NPCC and aims to help officers better understand the new laws regarding their driving.

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"Quite simply, the previous legislation did not recognise the training that police response drivers undertake and the tactics they may need to employ when responding to emergencies or pursuing criminals," says Tim, who for eight years has led a Federation campaign to change the laws affecting police driving.

"This new legislation is a great stride forward but, for the new test to be applied, officers must be driving for police purposes and have undertaken the prescribed training as set out in the regulations.

"Police driving schools have had months now to ensure that they are compliant with the

requirements of the legislation and have undertaken self-assessment exercises.

"But the onus is on the individual officer to make sure that they only drive when they are up to date with the prescribed training as defined in the regulations and legislation."

Training must be delivered by an accredited and licensed police driving instructor, in line with the nationally set learning standards.

Tim is keen to stress that there is only one standard and any divergence by any force or senior officer will mean they are denying officers the ability to respond on blues and twos.

"The new law demands that an officer's driving, when an incident makes the inquisition necessary, is assessed by a professional, knowledgeable and competent individual," he said.

"Each force must have an appropriate mechanism by which these nationally agreed and enshrined in law standards are assessed. Locally, officers will have a driving standards unit. Nationally, and for matters requiring subject matter expert (SME) evidence, there is the NPCC SME group.

"Members of this group have received training at the West Midlands Police Federation office, delivered jointly by the Federation and the NPCC, and with continuing professional development (CPD) each year. As agreed by the Federation, the NPCC, the Crown Prosecution Service, the Independent Office for Police Conduct and the Home Office, they are the only people who can provide the evidence."

As a result of the change in legislation, police driving schools are likely to be licensed in a similar way to firearms units, since there is a higher incidence of risk, and the College of Policing will issue new Authorised Professional Practice (APP).

[Read the FAQs.](#)
[Read the 'prescribed training' statutory instrument.](#)

First Minister honours bravery award winner

A South Wales Police officer who won the Welsh regional award at the 2022 national Police Bravery Awards has been honoured at a special reception.

PC Nathan Davies joined fellow nominees from the Welsh forces at the event hosted by First Minister Mark Drakeford and deputy minister for social partnership Hannah Blythyn at Cathays Park 1, the Welsh Government building in Cardiff city centre.

Speaking after the reception, Nathan said: "It was an absolute honour to meet the First Minister and certainly a proud day for me and my family.

"I'm sure this will be a career highlight. It was wonderful to see all the other nominees again and get a chance to hear their stories from them as I hadn't heard them before.

"From the time I was nominated for this award the treatment from the Police Federation has been fantastic and far more than I would ever have expected."

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MUCH TO THEIR COMMUNITIES.**

Police Federation national chair Steve Hartshorn, Welsh affairs lead Nicky Ryan and National Board member for the Welsh region Zac Mader also attended the reception.

Nicky said: "We are extremely proud of the officers from the Welsh forces who were nominated for Police Bravery Awards this year.

"Each of them has shown incredible courage in very difficult circumstances and although they have all played down the parts they played, they are fully deserving of this recognition from the Welsh Government.

"It was a fantastic event and I am so pleased the First Minister took time to meet and speak to the brave officers who give so much to their communities.

"During the reception, the ministers took a real interest in the effects the incidents for which the officers were nominated for the awards had upon them as individuals and how they were subsequently supported.



PC Nathan Davies with the First Minister, Mark Drakeford.

"It is important that policing feels it has the support of the Welsh Government and events like this show the unique and vital role our members play in Welsh society is recognised by our elected leaders."

Nathan was nominated for the prestigious bravery award after risking his own life trying to save a couple from a river bed during a raging storm.

Despite the obvious danger, the officer, who is a trained public order medic, took the decision to make his way down onto the river bed and, in doing so, he knocked himself unconscious.

After regaining consciousness, on his hands and knees, he made his way to the two casualties.

Nathan travelled to London with his wife Katrina to join fellow nominees from across the country at a Downing Street reception hosted by then Home Secretary Priti Patel



Nathan talking to the ministers at the reception.

who praised their "incredible courage".

He then attended a presentation ceremony and received his prestigious award from Ms Blythyn in front of guests including South Wales Chief Constable Jeremy Vaughan and Police and Crime Commissioner Alun Michael.

Nathan wins regional bravery award after river rescue

A South Wales Police officer who risked his life trying to save two people from a riverbed during a raging storm has won a national Police Bravery Award.

PC Nathan Davies travelled to London with his wife Katrina to join fellow nominees from across the country at a Downing Street reception hosted by then Home Secretary Priti Patel who praised their "incredible courage".

He then attended a presentation ceremony where he was named Welsh regional winner and received his prestigious award from Wales' deputy minister for social partnership Hannah Blythyn in front of guests including South Wales' Chief Constable Jeremy Vaughan and Police and Crime Commissioner Alun Michael.

Speaking after the event, PC Davies said: "It feels brilliant and it's nice to be acknowledged. We all felt like we didn't deserve to have all this – to go to Downing Street and have this amazing ceremony. It was very humbling but definitely an experience to tell the grandkids about one day."

The officer, who is also a public order medic, joined policing nine years ago after feeling unfulfilled in his call centre job and wanting to make a difference.

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The incident for which he earned his citation occurred on 12 August 2020. Earlier that day the Met Office had issued weather warnings for flooding and thunderstorms.

Responding to an emergency call about a woman screaming for help in the River Clydach in Swansea, PC Davies and his colleague made their way through a heavily wooded area in pitch black and treacherous conditions.

"We followed a cry for help and got to the top of a sheer cliff edge," he recalls. "I could see a man about 24 feet below, very seriously injured, and a woman also very seriously hurt,



PC Nathan Davies with his wife Katrina outside the famous door of No 10 Downing Street.

Photos courtesy of Anderson Photography

and they were both in the water. I am a public order medic so I knew if I could get down there, I might be able to help.

"To my left was a tree which looked like it might be obscuring a very steep path. I tried that but quickly realised that first my legs and then my back, were no longer touching

anything – I was falling, and fast."

PC Davies hit the ground with some force and was briefly knocked unconscious. He came-to and crawled over to the man. With help from a member of the public, he got the casualty out of the water and performed CPR for 15 to 20 minutes, while continually

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reassuring the woman, until firefighters and police colleagues arrived.

It was only when PC Davies attempted to stand, he became aware of acute pain in his leg, thigh, and lower back. A paramedic ordered that he be winched to safety, and he spent the night in hospital being treated for injuries and a bad concussion. Tragically, the man he fought so hard to save died of his injuries.

Some months later PC Davies learned of his nomination for a bravery award. He was accompanied to London by his wife Katrina, a teacher, and reflected that: "As police officers we ask a lot of our families. We're always in work, we're not there to put the kids to bed, and my wife is always saying she's at birthday parties on her own because I'm working. So, I wanted her to be with me in London and she

Hannah Blythyn, deputy minister for social partnership and Nathan with Police Federation of England and Wales chair Steve Hartshorn at the awards ceremony.



absolutely loved the experience."

South Wales Police Federation chair Steve Treharne said: "It was an honour to attend the Police Bravery Awards with Nathan and Katrina. He showed incredible courage that night in some of the most challenging circumstances imaginable and I am so pleased his bravery has been properly recognised with

this award."

The annual bravery awards are organised by the Police Federation and sponsored by Police Mutual. This year's overall winner was Lincolnshire Police's PC Steven Denniss who was stabbed as he tackled a double murder suspect he had spotted while off duty and out walking his dogs.



Katrina and Nathan (centre) with the Gwent and North Wales' nominees and their guests.

Police service pauses to remember fallen colleagues

Representatives of South Wales Police joined colleagues from across the UK at National Police Memorial Day (NPM) where they remembered officers who had died in the line of duty.

The families, friends and colleagues of fallen officers joined police chiefs and politicians for an emotional service at Belfast's Waterfront Hall at the end of September.

Among the congregation was regional Federation representative Leigh Godfrey who represented the branch but also the Federation's Welsh region at the service.

Retired South Wales Sergeant Ian Cameron was also the official standard bearer for the service.

Ian, who retired in 2018 after 30 years' service, said: "I'm a firm believer that we should honour our dead with dignity, respect and with great pride – that is the least they deserve. I hope when I play my little part it means they are never forgotten."

Ian was the Force standard bearer for many years and is now a ceremonial police volunteer for remembrance parades, force

funerals, retired officers' funerals and other ceremonial duties.

He became NPM's standard bearer in 2010. In Cardiff the previous year, Ian was asked to attend St David's Hall to assist when the standard bearer didn't turn up – a union standard was quickly obtained for the service.

Left some money by his late grandmother, Ian decided to buy a standard and donate it to the memorial day. He was subsequently asked

to carry it in Belfast, his home city, the following year.

Steve Treharne, South Wales Police Federation chair, said: "It's an incredibly important day for policing and allows us to come together with the country to pay our respects to those colleagues we've lost and to show support to their loved ones.

"As standard bearer, Ian plays such an important role in these occasions and we're

Home Secretary Suella Braverman addresses the congregation.



Photos courtesy of Anderson Photography

Standards are lowered in the act of remembrance.



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proud to have the Force represented by him. And we're glad that Leigh was able to represent South Wales Police Federation in paying our respects.

"It's Cardiff's turn to host the service next year and while there's a lot of work to be done between now and next September, we're really looking forward to it," he added.

As a mark of respect for National Police Memorial Day, a number of force HQ buildings across Wales were lit up in blue and the Welsh Government followed suit with the Cathays Park 1 building in Cardiff which it currently occupies.

Mick Antoniwi, the Counsel General and Minister for the Constitution in the Welsh Government, attended this year's service and met families of fallen officers.

Former South Wales officer Ian Cameron once again served as standard bearer.



Candles were lit in memory of officers from all four nations.





On the famous red sofa Tiff Lynch, deputy chair of the Police Federation, and Bryn Hughes.

Elizabeth Medal: 'We have not met one MP who doesn't support this campaign'

Police Federation deputy chair Tiff Lynch has called for top level talks with ministers in a bid to secure approval for a medal to honour officers who die while on duty.

The campaign for a posthumous award, which would be similar to the armed forces' Elizabeth Cross, is being spearheaded by Bryn Hughes whose daughter PC Nicola Hughes was murdered alongside her colleague PC Fiona Bone when they responded to a fake 999 call in Manchester in 2012.

But despite widespread support among MPs, Police and Crime Commissioners and senior police officers, there has been little indication that the Home Office is ready to give proposals for an Elizabeth Medal the green light.

Tiff and Bryn appeared on BBC Breakfast to discuss the campaign and why such a medal was so important to the families of fallen officers.

When asked why the UK did not formally honour its emergency services personnel who died on duty, Tiff said: "That's a good question and it's a question that we are asking and have been asking.

"It's not until you walk in the family's shoes that you get that understanding and that feeling of how much this means to them.

"There is currently no formal recognition from the state. We have spoken with numerous MPs and we have not met one MP who doesn't support this campaign.

"Manchester Mayor Andy Burnham and the PCC's office also fully support it and Philip

Davies MP, who wrote an open letter to the Home Secretary, has said himself that 'we are here to make the laws'.

"Let's make this law so all emergency service workers are formally recognised for the sacrifices they actually make when they die in the execution of their duty."

Tiff said there had been "a lot of talking" but not much action and said she had no idea why it was taking so long to get an answer from the Government.

She said: "What we are asking for is someone from the Home Office to come and meet with us to discuss what the need is and how we can actually move this forward and get the cogs turning one way or another."

Campaigners believe emergency services workers deserve the same recognition as military personnel who are posthumously honoured with the Elizabeth Cross which is presented to relatives of those killed in action.

South Wales Police Federation chair Steve Treharne said: "The Elizabeth Medal campaign is gaining support and now has the backing of the Police and Crime Commissioners and the Police Superintendents' Association alongside that of the Police Federation.

"We have always thought this level of public recognition for police officers killed on duty was important but has been given added poignancy since the death of Queen Elizabeth II earlier this year.

"The Queen exemplified public service and it

seems right that a medal named after her should be given to police officers who give their lives serving their communities."

Bryn said the medal would not bring anyone back but "gives the family recognition".

He added: "I don't think it's been an intentional process that there's been no official recognition, it's just that it's not been focused.

"There's a lot of people saying we should have it and it just needs that final push to say let's go ahead." getting behind this campaign alongside the Police Federation and the Police Superintendents' Association.

"The Queen exemplified public service and it seems right that a medal named after her should be given to police officers who give their lives serving their communities."

The campaign for the Elizabeth Medal was started by Bryn Hughes and Paul Bone, fathers of PCs Nicola Hughes and Fiona Bone, who were tragically murdered while serving Greater Manchester Police a decade ago.

Bryn is a former prison officer who campaigned to establish the dedicated UK Police Memorial at the National Memorial Arboretum in Staffordshire. He also runs the PC Nicola Hughes Memorial Fund to help children whose parents have been murdered.

Speaking about the Elizabeth Medal, he said: "For the likes of me and other family members, it would be a nice feeling to attend certain remembrance services wearing that medal in their memory and their honour."

Help shape memorial

South Wales Police Federation chair **Steve Treharne** is calling on colleagues to help the Police Arboretum Memorial Trust to develop a pioneering new tribute website for fallen officers.

He has appealed to officers in Wales to take a few minutes to complete a survey which will be used by the trust to shape their digital memorial.

Steve said: "This new website will be a virtual companion to the UK Police Memorial at the National Memorial Arboretum in Staffordshire. It means that family, friends and colleagues of fallen officers will be able to pay their respects from wherever they are.

"The website will have feature interviews with family, friends and colleagues, personal photographs, and tributes. To make the project a success, the trust needs to gather feedback and ideas, so I really hope colleagues and members of the public will take part in the survey.

"At the same time, the Federation is also



working with the Police Roll of Honour Trust to try to establish a police memorial in Cardiff to recognise all those officers from the four forces of Wales who have given their lives in serving their communities."

The trust funded the physical police memorial at the Staffordshire site and sees a digital memorial as the next step. Those

accessing the website would also see an 'on this day' tribute which highlights the names of officers who died on a particular day and search for an officer by name, force, date of death and rank.

People can participate and contribute to the consultation process by completing [an online survey](#).

Federation extends funding for Welfare Support Programme

The extension of the funding for the Federation's programme of welfare support for members has been praised by South Wales branch chair Steve Treharne.

The Welfare Support Programme offers a wide range of confidential and independent services from clinical assessments to counselling with fully trained and accredited professionals.

Funded by the Police Federation of England and Wales, the programme is run by Defence Medical Welfare Service (DMWS), an independent charity providing medical welfare to the armed forces, veterans, NHS staff and emergency services.

More than 500 members have received timely and ongoing mental health support since DMWS took over providing the service in December 2020, and the Federation has announced it will continue to fund the programme until at least December 2023.

Steve said: "We welcome the extension of this vital support during what's been a difficult time for our members.

"We're living through a cost of living crisis, some of our members will still be

dealing with the impact of the pandemic, and then there's the unique stresses and strains of their role and what they're exposed to every day.

"Some officers may be struggling with their emotional and mental health so it's really important they know the Federation is there for them.

"The Welfare Support Programme has already helped hundreds of our members and it's really pleasing to see the Federation continue to fund it for another 12 months.

"It sends out the message to members that they're not alone and that the Federation is here for you."

The Welfare Support Programme provides:

- **Practical and mental support**
- **Clinical assessments and dedicated counselling**
- **Person-centred support (via telephone or face-to-face)**
- **Access to fully trained and accredited professionals**
- **Independent and confidential support**
- **Referrals to appropriate follow-on specialist support.**



The Federation has received testimonials from members who have been supported by DMWS.

"That kind of support is priceless, and I count myself as being very lucky to have been provided with such help and support from such an amazing charity," said one member, adding: "I want it to be known what a difference it has made to me – especially when I have felt unsupported by others."

Find out more by contacting the South Wales Police Federation branch or your workplace reps.

Disclosure guidelines revised

Crown Prosecution Service (CPS) disclosure guidelines have been revised in a bid to reduce the workload for detectives.

The move was welcomed by South Wales Police Federation chair Steve Treharne who said the DG6 rules had led to a growing crisis in policing with officers pushed to breaking point and justice for victims being delayed.

The guidelines were introduced by the Director of Public Prosecutions and required investigators to provide the CPS with a trial-ready prosecution before it makes a charging decision.

But detectives soon found themselves bogged down in paperwork which in some cases doubled the length of the investigations they were working on.



The Police Federation launched a campaign to simplify the DG6 guidance in August and has worked alongside the National Police Chiefs' Council (NPCC) to produce the revised Joint Principles for Redaction which has now been developed by the CPS.

Welcoming the revised guidelines, Steve said: "It soon became clear that the new guidelines were hampering detectives in their work and adding needless levels of bureaucracy to the charging procedures.

"Hopefully, the revisions to a flawed process will remove some of the additional pressure on our members and give them more time to ensure the victims of crime see justice done in a timely and effective measure.

"The Police Federation campaign, led by the National Detectives' Forum, shows how we can achieve results when we work together."

The revised principles are supported by

Police Federation National Detectives' Forum chair Ben Hudson.



legal advice from a King's Counsel (KC) specialising in information law to ensure they're legally robust and have been endorsed by the co-chairs of the Joint Operational Improvement Board (JOIB).

The main changes are:

- **New Supporting Guidance to aid redaction decision-making, including how and when non-redaction can be justified on the grounds of disproportionality. To withstand any legal challenges, it's**

important such decisions are made on a case-by-case basis, with the decision documented and approved at inspector rank or above.

- **Updated FAQs following feedback on common disputes – changing approaches to data minimisation in favour of pragmatism, including when to consider the redaction of occupations, dates of births, vehicle registration numbers, suspects not charged and names of potential witnesses from witness statements. Given the volume of data breaches documented for these categories, the Federation expects to see a significant reduction in the volume of redaction required following these changes.**

Police Federation National Detectives' Forum (PFNDF) chair Ben Hudson called for the immediate implementation of the revised guidance.

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Review of the year



January



19 A BBC Panorama special claimed the failure to reduce the number of deaths on the roads in the last decade was the result of cutting police budgets.

The programme said the number of police officers tasked with enforcing road laws has dropped by 15 per cent since 2016. And a Freedom of Information request of 34 forces found that the number of dedicated traffic officers fell from 5,014 that year, to 4,257.

Responding to the claims, South Wales Police Federation chair Steve Treharne said: "We know that cops in cars save lives and that's why we warned the Government at the time that cutting police budgets would have tragic consequences."

27 South Wales Police Federation chair Steve Treharne warned the Government's recruitment programme would not undo the damage of austerity as he called for greater investment to meet the increasing demands of policing.

Steve said more work needed to be done to recruit and retain officers, after figures for the Government's Police Uplift Programme revealed a 2.3 per cent increase in the number of officers serving South Wales.

February

16 Findings from the 2021 Police Federation Pay and Morale Survey were published and revealed eight out of ten South Wales Police officers were dissatisfied with their overall remuneration.

The survey also found 46 per cent of officers on the Force worried about the state of their personal finances, 62 per cent said their morale was low, 68 per cent would not recommend joining the police to others and 95 per cent did not feel respected by the Government.

March

10 South Wales Police Federation chair Steve Treharne called on the Home Office to provide greater transparency around police recruitment and retention figures.

He wanted to know how many new recruits taken on through the Police Constable Degree Apprenticeship (PCDA) programme were seeing out the course and obtaining the qualification and how long they then stay within the police service.

15 Sir Tom Winsor highlighted the imperative to rebuild public trust in his final report on the state of policing in England and Wales.

Sir Tom praised the strong, pragmatic, can-do attitude of rank-and-file officers and said the public should be reassured by this commendable aspect of police culture.

But he said the infrastructure around the police constable must be designed and attuned to their needs and that the criminal justice system and wider protective service needed to cooperate more with policing.



April

1 South Wales Police Federation chair Steve Treharne congratulated new national chair Steve Hartshorn on his election success.

Steve, a National Board member and firearms and Taser lead, became the second national chair to be elected by police officers in England and Wales.

13 South Wales Police Federation gave its backing to plans for a new National Welsh Police Memorial saying it would be a fitting tribute to fallen colleagues.

The Police Roll of Honour Trust launched an appeal to help fund the memorial, which would honour the heroic officers and staff who have given their lives to protect the people and



communities of Wales.

Students from the University of Wales Trinity St David's (UWTSD) Swansea School of Architecture won a competition to design the memorial.



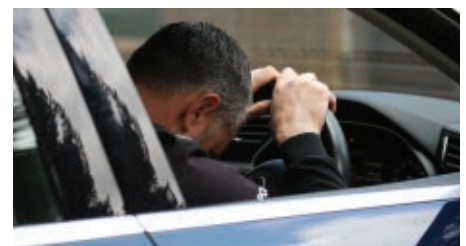
22 Kaylee Noble said her new job was a dream come true after taking on the role of wellbeing dog handler in the Force.

Kaylee started the position on a full-time basis having previously visited officers with wellbeing dogs Carter and Winnie alongside her role as animal welfare officer.

Carter, a four-year-old Belgian malinois/shepherd and Winnie, a three-year-old cocker spaniel are failed police dogs but being able to support officers has given them a new lease of life.

Kaylee and the dogs are part of Oscar Kilo's national OK9 wellbeing and trauma support dogs initiative.

May



11 South Wales Police Federation warned mental health support for police officers must become more proactive and start to focus on prevention.

Speaking as Mental Health Awareness Week 2022 got underway, branch chair Steve Treharne acknowledged progress had been made on issues surrounding officer wellbeing but said there were still many areas in need of improvement.

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- 17** The national Police Federation annual conference got underway in Manchester. Newly-elected national chair Steve Hartshorn gave a welcome to delegates in Welsh and urged the Home Secretary to take account of the devolved functions in Wales when making policing policy decisions.
- Steve urged Priti Patel to work with the Senedd when making decisions in Westminster and take into account the impact on policing in Wales.

June



- 28** South Wales Police Federation chair Steve Treharne called for tougher sentences for assaults on frontline workers.
- He said: "The human toll of an assault on an officer can be huge. Statistics don't show the impact they have on individual officers, their families and their colleagues."
- "The Police Federation has campaigned for tougher sentences for those who assault police officers and we need the support of the courts to send the message that you will go to prison if you do."
- 30** The Police Federation welcomed Special Constables into its membership for the first time in its history.
- South Wales Police Federation chair Steve Treharne said: "Specials give their time to work alongside regular officers and face the same risks, but have never been fully represented in terms of regulations, formal negotiations, and discussions with key policy and decision makers."

July

- 15** South Wales Police officer PC Nathan Davies won the Welsh regional award at the national Police Bravery Awards 2022.
- Nathan received the accolade for risking his life trying to save a couple from a river bed during a raging storm.
- He travelled to London with his wife Katrina to join fellow nominees from across the country at a Downing Street reception hosted by then Home Secretary Priti Patel who praised their "incredible courage".



He then attended a presentation ceremony and received his prestigious award from Welsh deputy minister for social partnership Hannah Blythyn in front of guests including South Wales Chief Constable Jeremy Vaughan and Police and Crime Commissioner Alun Michael.

- 19** South Wales Police Federation chair Steve Treharne hit out at the five per cent police pay rise.



Steve said the award, when set against inflation, was the worst pay that most officers had faced in decades and was a real terms cut of five per cent.

August

- 15** South Wales Police Federation backed calls for the Police Remuneration Review Body (PRRB) to be allowed to keep its independence and operate without Government influence.

Branch chair Steve Treharne said the PRRB should be free to reach its own recommendations through a fair pay mechanism which includes the P-factor payment exclusive to policing to ensure members are paid fairly for the risks they take.

The calls come after analysis of the recently-announced police award for 2022/23 found most officers will once again be left out of pocket despite claims of an average five per cent uplift.

- 16** South Wales Police Federation warned the crisis in policing will worsen unless the Government comes up with a long-term funding deal and improved pay and conditions for officers.

Branch chair Steve Treharne said more than a decade of cuts had left policing so under-resourced that its services to the public were now being affected.

He spoke out after a report from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) found most victims of burglary, robbery and theft "aren't getting the justice they deserve" from overstretched police forces across England and Wales.

September

- 9** South Wales Police Federation joined branches across the country to pay tribute to Queen Elizabeth II who died at the age of 96.

Flags at Federation headquarters were lowered to half-mast as a mark of respect.



- 25** Representatives of South Wales Police joined colleagues from across the UK in remembering officers who have died in the line of duty on National Police Memorial Day (NPMMD).

The families, friends and colleagues of fallen officers joined police chiefs and politicians for an emotional service at Belfast's Waterfront Hall on Sunday attended by around 2,000 people.

Among the congregation was regional Federation representative Leigh Godfrey who represented the branch but also the Federation's Welsh region at the service.

Retired South Wales Police Sergeant Ian Cameron was also the official standard bearer for the service.

October



- 19** South Wales Police Federation backed plans for a digital memorial website to complement the UK Police Memorial at the National Memorial Arboretum in Staffordshire.

The website which would carry the names of former officers as well as tributes from loved ones, photographs, and news clippings.

- 26** Revised Crown Prosecution Service (CPS) disclosure guidelines were unveiled.

The move was welcomed by South Wales Police Federation chair Steve Treharne who said the introduction of the DG6 rules last year had led to a massive increase in workload for officers and justice for victims being delayed. The guidelines were introduced by the Director of Public Prosecutions and required investigators to provide the CPS with a trial-ready prosecution before it makes a charging decision.

November

- 11** South Wales Police Federation chair Steve Treharne defended members as he hit back at accusations that policing is woke.

He said: "Woke is being alert to social injustice and many aspects of social injustice will include discrimination, which as a service we stand united against. "If being termed as woke means that we take an active interest in discrimination and prejudice then we should proudly wear our woke badges."



- 22** Police Federation national deputy chair Tiff Lynch called for top level talks with ministers in a bid to secure approval for a medal to honour officers who die while on duty.

Tiff appeared on BBC Breakfast with Bryn Hughes to talk about the Federation's campaign for a posthumous award for officers similar to the Elizabeth Cross for the armed forces.



- 24** The Welsh First Minister Mark Drakeford hosted a reception for the Welsh forces' 2022 Police Bravery Award nominees. South Wales PC Nathan Davies, the regional winner for Wales, joined officers from Dyfed Powys, Gwent and North Wales at the reception.

December

- 1** The Federation criticises plans to house prisoners in police cells as "a failure of Government". The Government had written to the National Police Chiefs' Council to request the use of up to 400 police cells because prisons are too full.

- 2** Members were encouraged to open up about bereavement and loss and to seek support if they're grieving.

A new factsheet had been produced for [Grief Awareness Week](#), which ran from 2 to 8 December, and aimed to raise awareness of the impact of grief and to break the taboo around talking about it.

