



Annual Report &  
Finance 2015  
Agenda 2016

Annual Conference **Torquay 2016**

NARPO - the voice of retired police officers

*"to safeguard the rights of members and to promote  
measures for their welfare with particular regard to pensions"*

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# Members Of The National Executive Committee And Sub Committee Appointments (Post Conference 2015)

A full composition of the NEC is shown as elected at Regional Meetings together with the period of office.

## Chairman of the NEC and President of NARPO

Ian Potter

## Vice Chairman of the NEC and Vice President of NARPO

Brian Burdus

## Chief Executive

Steve Edwards (Appointed)

## Deputy Chief Executive

Alan Lees (Appointed 1.6.16)

## Financial Controller

Sue Ward (Appointed)

## Conference Arrangements Sub-Committee

Eric Evans MVO, QPM, Nick Hartfree, Phil Hopkins, Ahmed Ramiz, Kate Rowley QPM, Mike Thornton, Sandie Wilde MA & Sue Ward

## Pension and Welfare Reform Sub-Committee

Brian Burdus, John Carrington, Richard Critchley, Lynne Haydon & Deputy CEO

## Police Dependents' Trust

Sandie Wilde MA

## Training Officer

Pat Gates BEM, BSc

**AgeUK:** Representative Brian Burdus

**Pensioners Forum Wales:** Phil Hopkins

**Reserve:** Eric Evans MVO, QPM

## Misconduct Sub-Committee

John Carrington, Jackie Cole, Phil Hopkins, Mark Judson & Lawrence Wright BSc

## Training Sub-Committee

Brian Burdus, John Carrington, Jackie Cole, Richard Critchley & Mike Thornton

## Strategic Planning Group

Brian Burdus, Jackie Cole, Richard Critchley, Pat Gates BEM, BSc, Nick Hartfree, Kate Rowley QPM, Sandie Wilde MA, Lawrence Wright BSc & Deputy CEO

## Secretariat Sub-Committee

Richard Critchley, Lynne Haydon, Mark Judson, & Lawrence Wright BSc

## Rules Revision Sub-Committee

Richard Critchley, Eric Evans MVO, QPM, Nick Hartfree, Lynne Haydon, Mark Judson, Ahmed Ramiz, Lawrence Wright BSc & Deputy CEO

## Public Service Pensioners Council

(External Appointment)

**Treasurer:** Steve Edwards

**Council Members:** Ian Potter & Steve Edwards

## National Pensioners Convention

**EC Member:** Steve Edwards

**Reserve:** Deputy CEO

**Council Members:** Brian Burdus, Nick Hartfree, Mike Thornton & Lawrence Wright BSc

**External Examiner:** Sue Ward

## Age Platform Europe

Council Member: Steve Edwards

## NEC Members Post Conference 2016

| No 1 Region - North West |                 | Office Expires |
|--------------------------|-----------------|----------------|
| Sandie Wilde MA          | Manchester      | 2017           |
| Kate Rowley QPM          | Cumbria         | 2018           |
| No 2 Region - North East |                 |                |
| Richard Critchley        | Wakefield       | 2017           |
| Bob Watson               | Northumbria     | 2018           |
| No 3 Region - Midlands   |                 |                |
| Mark Judson              | Staffordshire   | 2017           |
| John Carrington          | Wolverhampton   | 2018           |
| No 4 Region - Eastern    |                 |                |
| Lawrence Wright BSc      | Cambridgeshire  | 2017           |
| Brian Burdus             | Nottinghamshire | 2018           |
| No 5 Region - South East |                 |                |
| Ian Potter               | TVP Berkshire   | 2017           |
| Ahmed Ramiz              | North Sussex    | 2018           |
| No 6 Region - South West |                 |                |
| Pat Gates BEM, BSc       | Bristol         | 2017           |
| Norman Robertson         | Dorset          | 2018           |
| No 7 Region - Wales      |                 |                |
| Eric Evans MVO, QPM      | Gwynedd         | 2017           |
| Phil Hopkins             | Dyfed Powys     | 2018           |
| No 8 Region - London     |                 |                |
| Nick Hartfree            | London          | 2017           |
| Jackie Cole              | London          | 2018           |

The Chairman & Chief Executive are ex-officio members of all sub-committees and working parties



# Review of the Year

It gives me great pleasure to present this my first review of the year. As is the normal practice in the organisation this review covers the period from 1st July 2015 to 30th June 2016. It concerns any developments in that relevant period in our plans and policies, and to any decisions and responses, which have been made to matters of interest to the organisation that have arisen during that period.

## Finance

We continued to maintain a healthy financial situation during the year. We have maintained a steady increase in membership and this continues to help in achieving a sound financial position. We continue to get a steady income from advertisers and service providers alike. Many of our services are connected to regular advertisers in the magazine but we are also an attractive proposition to many companies with our 86,000 plus potential customer base. A continued strong and increasing membership is essential to attract advertisers and service providers alike. Once again we would like to acknowledge the role of both advertisers and service providers in their role in helping to maintain a strong healthy viable association with attractive member benefits and services. As reported last year, in addition to our regular income sources, we were fortunate to be left an inheritance by the son of a former police officer. Sidney Hawkridge, who died in 2011 and left his entire estate to NARPO, including a house in Enfield, North London. The National Executive Committee had decided to retain the property as part of our investment portfolio and following essential repairs and modernisation, the property has been successfully let to tenants, generating a monthly income for NARPO. The property continues to be managed by a local agent in consultation with our Financial Controller Sue Ward and details of the income generated is provided in more detail further on in this report.

The NEC are indebted to Sue Ward, our Financial Controller, for her diligence and foresight in managing the financial interests of NARPO resulting in the Association once again being in an extremely healthy financial position.

## Ceremonial Functions

The twelfth National Police Memorial Day took place at the Edinburgh International

Conference Centre on Sunday 27 September 2015. The President, Ian Potter and the Vice Chairman, Brian Burdus and their wives attended on behalf of the Association. The event was also attended by senior political and police figures from across the United Kingdom. His Royal Highness the Prince of Wales, patron of the charity, also attended the ceremony. 36 volunteers attended the Cenotaph Parade and Service of Remembrance on behalf of NARPO on 8th November 2015. We would like to thank the NARPO participants for taking the time to represent the Association at this important and moving event. Once again lunch was provided for members and guests following the parade at the Central Hall, Westminster.

## Parliamentary

Following the General Election in May 2015, we decided to continue to work with our colleagues in the Civil Service Pensioners Alliance (CSPA) and the National Federation of Occupational Pensioners (NFOP) to highlight to Parliamentarians the main issues continuing to affect older people. A decision was made to reinvigorate The Later Life Ambitions campaign and seek assurances from the major political parties in respect of their attitudes towards older peoples concerns.

The Later Life Ambitions campaign is being co-ordinated by our Parliamentary advisors ConnectPA and is concentrating on three key 'proactive' issues

*Social care:* top line: LLA seeks a cross-party solution that guarantees funding for proper social care for older people and takes social care out of electoral cycle.

*Pensions:* top line: LLA seeks a clear, accessible, single state pension system for all.

*Housing:* top line: LLA seeks a renewed focus on housing for older people and

a national strategy on encouraging specialist later life housing.

The campaign will also monitor other 'Reactive' issues:

Transport: decent bus services are important for older people and this should be debated as part of the Buses Bill, also the issue of using the bus pass and senior railcard.

Online fraud: Connect to monitor Home Office task force and respond where appropriate.

The campaign also has its own website at: <http://connectpa.co.uk/after-life-ambitions/> a twitter feed at: @laterlives and a Facebook page at: <https://www.facebook.com/LaterLifeAmbitions/> With more use of social media it is hoped that we can bring the Later Life Ambitions campaign to the attention of more people and we will be able to get out key messages quickly.

When taken together, our three organisations represent in excess of 250,000 members. As you know the Later Life Ambitions manifesto covered a wide range of issues including universal pensioner benefits, pensions, housing, care and transport.

We again attended Parliamentary lobbies in support of the spouses' pension for life campaign. We have during the year, in addition to the specific occasions mentioned above, attended several Parliamentary events mainly related to policing matters or older people's issues, where we have met politicians of all parties. We have refreshed and updated our 'opinion formers' web page at [www.politics.co.uk](http://www.politics.co.uk) which is a website regularly accessed by Parliamentarians.

## Police Pensions

We have continued to take an active interest in the complaint of maladministration of the Police and Fire-Fighters pension schemes in respect of commutation factors between 1998 and 2006 initially launched by the Fire Brigades Union. The Ombudsman, as you are probably aware, has determined that the commutation factors for both the Fire Fighters and Police pension schemes



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# Review of the Year continued...

should have been reviewed in 2001 and again in 2004. In deciding this lead complaint, he indicated that in his view the decision should apply to all firefighters and police officers who retired within that period. He indicated that the appropriate authority should identify all those affected by this decision and pay them any increased commutation that may be owing plus interest. The Government Actuary calculated the new commutation factors and issued a document regarding the additional payments to be paid in July 2015. This was updated in August 2015. The Government considered the principles in Mr Milne's Determination and their application to members of both the Police and Firefighters' Pension Schemes. The Government accepted the Determination and decided that appropriate redress will be paid to those so affected with a timeline indicating that cases should be settled by April 2016. Following that announcement Police Pension Administrators around the country set about identifying those so affected and calculating the amount of monies owed. This obviously was no easy task and some administrators were quicker and more efficient than others in making the payments. The simpler payments were made by most, without too many problems or issues, but some much quicker than others. The more complicated cases took more time, particularly those payments to widows of officers that had deceased since retirement, and indeed, there were some instances around the country of poor management of these cases. This included some mistaken and vastly exaggerated amounts of monies owed being communicated to widows prior to the payments being made, only for the administrator to realise before payment, that they had made an incorrect calculation and the widow was not entitled to the amount they had been led to believe.

Throughout the whole of this period we have been in direct contact with the solicitor handling the original FBU case and have obtained further advice on certain residual aspects of the matter which have been raised by members. That advice has been communicated widely via our website; on the dedicated Commutation Factors latest page and via Branch Circulars to Secretaries. As I write this most, but not all payments, have been made to those concerned and we continue to monitor the situation. We will continue, as we have in the past, to update our website and report any further

developments or issues in NARPO News.

As is seemingly now becoming normal practice, the Home Office continue to appear to be reluctant to resolve outstanding issues around injury awards. We have previously reported the situation in respect of Employment Support Allowance and its consequences on injury pension calculations but that situation has still not been resolved around the country, despite the Home Office responding to us by letter clearly stating the ESA is not a relevant benefit under the Police [Injury benefit] Regulations 2006. We continue to receive regular calls from members about all aspects of injury award reviews and as some forces have started to adopt new procedures to review those in receipt of this award. We continue to advise individual members on all aspects of injury awards as and when we receive enquiries via telephone and email. The NARPO website at [www.narpo.org](http://www.narpo.org) is regularly updated, particularly the Police Pension, Survivor Pension, Injury Awards and Case Law pages. These pages contain the latest information, developments and advice on a range of police pension issues, which, where appropriate, includes a suggested course of action, together with template letters, for those who feel that they may have a concern in this area.

During the year we continued to support and promote the Widows Pension for Life campaign, which was originally launched by Kate Hall, a NARPO widow member. This campaign sought a change to the police pension regulations whereby anyone in receipt of spouse's (widow, widower, civil partner) pension loses that pension if they remarry or cohabit. The campaign sought to achieve parity for police widows across the UK following a change to the police pension regulations in Northern Ireland, which removed this restriction for those in receipt of spouses' pensions in respect of officers from both the Police Service for Northern Ireland and the Royal Ulster Constabulary. This change in provision was made effective in Northern Ireland on a no retrospection basis, in other words from the date of the legislation the old clause became ineffective and those affected were paid a pension going forward from that date for life. NARPO have continued to monitor the situation and changes have indeed been made by the respective Governments for widows of police officers who served in England, Wales and Scotland, but unfortunately following these changes to the Regulations, it has become clear that

there are now three different approaches in operation within the United Kingdom. In Northern Ireland all survivors of members of the RUC pension scheme now retain their pensions for life irrespective of the circumstances of the death of the former officer. As a result all survivors are entitled to have their pensions reinstated effective from 1 July 2014. On the 18th January this year the 2006 Police [Injury Benefit] Regulations were amended. This change means that survivors' pensions paid in respect of 1987 scheme members will no longer be subject to the forfeiture rule where the police officer dies or dies as a result of an injury received on duty. In England and Wales this change only applies to widows, widowers or surviving civil partners, who marry, remarry, form a civil partnership or start to cohabit on or after 1st April 2015. This change came into force retrospectively from 1st April 2015. In Scotland however the change applies to all those wives, husbands, or civil partners of police officers who died on duty who have already had their pension withdrawn because of remarriage, forming a civil partnership or cohabitation and consequently they will have their pension reinstated with effect from 1 October 2015, irrespective of the date of their remarriage, cohabitation or civil partnership.

This is an absurd situation whereby police widows are being treated differently within the UK dependant on where their husband served. This in our view is grossly unfair and we urge all our members to highlight the matter to their MP using the template letter on our website Widows Pension for Life page at: <http://www.narpo.org/index.php/notices/widows-pension-for-life-petition.html> so that our widows can live with dignity and respect throughout the whole of the UK.

## State Pension

Throughout the year we continued to highlight to members via NARPO News and the website Pensions page, the impact of being 'contracted out' on their state pension if they first become entitled to the state pension after 6th April 2016. We have continued to try to outline key facts that members should understand before assuming that the new 'single' figure pension amount will apply to them. As we have explained in the past this revolves around the nature of the current state pension, which offers two levels of pension. The basic state pension and the second state pension, originally, called



# Review of the Year continued...

SERPS now simply S2P. Public sector schemes, like the police pension scheme, were contracted out of the second state pension and members consequently paid a lower rate on National Insurance but were only eligible for the basic state pension. The new single tier scheme means that there will be no contracting out and no second state pension. National Insurance will be paid at a single higher level than the current level for basic state pension. In addition, the Government have raised the number of qualifying years for the full state pension to 35 years. Members who have been paying at the contracted out rate in the police service will not get a year for a year equivalent towards those qualifying years as they will have been paying at a lower opted out rate. We encouraged all members to seek a future state pension evaluation and then seek advice as to what options they may have to improve their state pension entitlement if they are not entitled to the full single tier amount. It is important to note that members, who will receive the new state pension will be in no worse a position on retirement under the new scheme and will receive at least what they would have received under the current scheme. In order to assist members, we have a direct link to the Government site explaining and advising on this situation at our 'Pensions' page at [www.narpo.org](http://www.narpo.org). NARPO has also been involved with other public sector pensioners' organisations in writing to Government to seek a simpler form of explanation of individual member entitlements than was initially available. Those currently in receipt of a state pension who reached state pension age before the introduction of the new state pension scheme are unaffected by these changes. We continue to consider the impact of the new single tier state pension on these members.

The findings in relation to the new State Pension show that:

Less than half those reaching State Pensions Age (SPA) shortly after 2016 will earn the full single tier pension of £155 per week.

The majority of individuals who have been contracted out, like Police Officers, will be winners as from April 2016 they will start building up more state pension each year than they do currently, providing that they have a number of years left to work before reaching state pension age. However, the losers include those whose foundation amount is less than £155 a week and who

don't have enough years left between now and SPA to make up the difference.

Those who have already accrued more than £155 will not be able to accrue any more state pension after April 2016, but may have to continue paying higher NICs for no benefit.

There are a number of serious ongoing concerns that we will be raising whenever possible:

- The plight of existing pensioners who might benefit from being included in the new scheme, the unfair indexation rules applied to the new and old pensions and the ceasing of survivors' and dependants' pension rights.
- It is important to remember that you will not receive any less under the new scheme than you would have received under the old scheme.

The Work and Pensions Committee has published a report on the impact of the communication regarding the new state pension in which they conclude that the new scheme has left many people confused about their entitlement [no surprise there then!] they conclude:

The realities of the impact of the policy on different groups have been poorly communicated to the point where even those who will be better off - and many will - do not necessarily know that.

Where the Government has sent a clear message, about the flat rate amount to be paid, it has been oversimplified so that many people incorrectly believe that is the amount they will receive, when in the fact the picture will be much more complex for many years to come.

The Committee also says the Department for Work and Pensions should now write to those people who stand to receive less in the early years of the new state pension than previously or have gaps in their contribution record, and clearly set out the person's circumstances, the projected entitlements and the means of improving them.

## NARPO Rules

As you are all no doubt aware the proposed new rules were put to Conference in 2015 and following some long and passionate debates the rules failed to be accepted by one vote. The

two thirds majority required was not achieved and the motion to adopt the new rules was lost.

Following Conference, the Rules Revision Sub-Committee and the NEC discussed whether the rules should be brought back to Conference this year [2016] in the hope of achieving the two thirds majority needed. The NEC decided they would consult with their Regions and Branches to gauge the mood of the country, if they chose to take that course of action. After careful consideration of the feedback received and long discussions, the NEC have taken, what I believe to be the right and the wise decision to delay any proposal of new rules until at least the 2017 Conference. This will allow the NEC to enter into a proper and meaningful programme of consultation with Branches, allowing Branches and members to have their say and make their point of view known to the NEC. Obviously not all suggestions or comments will be adopted, but by doing so and allowing for a comprehensive period of consultation, the NEC are hopeful that they can bring a set of rules to Conference in 2017 that are fit for purpose, future proof and, more importantly, will be accepted by the required majority. This consultation programme is on-going and the NEC are grateful for all the feedback received to date.

## Recruitment

Once again the National Executive Committee has been involved in action to improve recruitment within the Association. We again took a stand at the Police Federation Conference Exhibition in 2016. We combined this with a reception for senior Police Federation figures and other staff association guests at the Conference, where we outlined to those attending the benefits of NARPO membership and the support NARPO has for serving officers, as well as members. We were again grateful for the support of Police Mutual for sponsoring our stand and for Linder Myers for sponsoring the reception. Those attending, and our sponsors, felt that this had been a very successful and useful way to get recognition for NARPO amongst future members.

We also took exhibition stands at the Police Superintendents' Conference and the NEC members in attendance reported that the stand was extremely well visited and a lot of interest was shown



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# Review of the Year continued...

by the delegates and observers. This is something we will look to continue and develop over the coming years.

The NEC also took an exhibition stand at the International Police Association Conference. This was a first for us and helped get our brand name out there to other potential members, who may have missed joining NARPO upon retirement or those who are nearing retirement.

As an organisation we continue to grow in membership; unlike most other pensioner organisations who are struggling to 'stand still' in membership numbers year on year. This does not mean we can become complacent about recruitment, we still need to be mindful of developments in policing, particularly in relation to the Police Pension Scheme which now mean officers will have to work 35 years before retiring on a full pension and consequently as a result of the pension being much more 'portable' it will inevitably mean that more and more officers will be leaving the service and moving to other employment before they can receive their police pension. We need to be mindful that not all those leaving the police service in the future will be entitled to a pension immediately and more and more officers will be joining the service and leaving after a relatively short period to pursue employment outside the police.

We do not have all the answers to our recruitment issues, but we are constantly looking for more innovative ideas on how we can encourage former officers to join the Association and we would be very happy to consider any views on this topic either through your regional representative or direct with NARPO HQ.

## NARPO Website & ICT

Our website at [www.narpo.org](http://www.narpo.org) continues to attract large numbers of visitors, particularly when there are national issues of concern to our members and we are constantly expanding the content of the website for the benefit of our members. We have simplified the site content and as far as possible standardised the format of information contained within it. There is a simple to use 'search' box on the left hand side of each page, together with a 'translate' facility directly underneath it. We continue to develop the website on a daily basis and towards the end of 2015 we sent out our first e-newsletter to members who had subscribed to the system. We hope to be making more use of this in

the future particularly between magazine dates. So if you want to be included on the circulation list please subscribe to the newsletter via the Newsletter Subscription box on the left hand side of our website pages.

All Branches are now able to access our web based member data base SuperSleuth. We are extremely proud of the system and believe that the system is more efficient, more secure and more up to date than previous databases. There are many benefits for Branches', members and the national office in the use of the system, but, we need Branches' assistance to ensure that the database is as up to date as possible and that the information contained within it is accurate and includes as much information as possible. The staff at NARPO HQ regularly update member details as and when members contact the office with any queries. It is important that Branches do the same whenever possible, thus ensuring that the database is as accurate, current and relevant as possible. As promised last year, work has now been completed and the database is now available on all web browsers.

We are extremely grateful to Angela Calvert at NARPO HQ for ensuring that any issues Branches and HQ have with the database are quickly and effectively resolved either with advice from her, or with assistance from our IT consultants, BCC Group.

We have throughout the year increased our use of social media, particularly our Twitter account, and as a result the number of our followers on both Twitter and Facebook has increased. Social media is an extremely effective and quick way of communicating with members and gives us the ability to highlight matters of particular interest to our members and this continues to prove a successful means of communicating. We will continue to develop and improve our social media accounts throughout the coming year.

## Invitations

This has been another busy year and the NEC has received invitations to attend the following conferences and associated events: The Police Federation Conference, The Annual Council Meeting of the Scottish Association of Retired Police Officers, Age UK, Civil Service Pensioners Alliance Conference, Annual Conference National Federation of Occupational

Pensioners, National Pensioners Convention Pensioners Parliament, National Pensioners Convention Biennial Delegates Conference, Police Rehabilitation Centre Annual General Meeting, Flint House, Police Treatment Centre Annual General Meeting, Harrogate, COPS Remembrance Day, National Police Memorial Day, AGE Platform Annual General Meeting Brussels, Northern Ireland Retired Police Officers Association Annual Meeting and the Garda Siochana Retired Officers AGM.

NEC members, The CEO and Deputy CEO, have been delighted to accept invitations to a number of Branch and regional meetings throughout the country during the year. It is a welcome opportunity for NEC members to update Branch members on national matters as well as providing a forum for questions and gauging opinions of the wider membership. The NEC would like to take this opportunity to thank those Branches for the hospitality and the warmth of the welcome received by those so invited.

## Annual Conference

Last year the NARPO Conference at Southport was the second which had involved Live Group in assisting with the technical setup and delivery. Once again the NEC agreed to webcast the Conference live giving those unable to attend the chance to listen to the debates and submit their questions or comments online. We believe that the Conference continues to deliver a professional image of NARPO. The webcast was once again a success but the NEC recognises that we need to do more both to advertise the webcast and attract members to engage with it. Following Conference the proceedings were uploaded to our YouTube channel which gives both members and others the opportunity to watch the event. The NEC have agreed to engage Live Group for a third year at Torquay 2016 and again they will provide a live webcast of Conference and a video of the event will be uploaded to our YouTube channel following the conclusion of conference.

**Steve Edwards CEO**



# Review of the Year continued...

## N.E.C. Funds

The Balance Sheet and Statement of Accounts for the year ending 31st December 2015 will be found elsewhere in this report. The accounts as audited by our accountants, Paylings of Wakefield show that the Associations funds are in a healthy state and we recorded a surplus of £241,271

Comparing 2015 to 2014

- The overall income increased by £1,281 from £963,834 to £965,115.
- Our total expenditure decreased on the previous year by £37,082 from £760,926 to £723,844.

The value of our investments at the 31st December 2015 amount £1,257,287. In addition, we have other monies on deposit giving us an accumulated fund of £2,434,501.

The Financial Controller has prepared budgets for the period ending December 2017, these were endorsed by the NEC at their meeting on the 12.5.16 and in turn circulated to Branches, and for your further information are contained in the Financial Statement herein.

For further information the total branch balance sheets, as at the 31.12.15, amounted to £1.981m (£1.9m)

**Sue Ward, Financial Controller**

## Media Matters

The NEC and NARPO HQ continually strive to make the most of any opportunity to communicate with all sections of the media and continue to use these opportunities to support issues in relation to NARPO members and to enhance the NARPO image, both to current serving officers, and the general public.

This is so that we are seen as a credible organisation with a part to play and a voice to be heard in respect of both national and local issues, affecting our members and pensioners in general.

We continue to enhance the NARPO brand with a view to encouraging serving officers to view us as an attractive and influential organisation that they will

hopefully join upon reaching retirement, and to encourage those who have not joined upon retirement, to join us.

With that in mind throughout the last year the NEC continued to identify relevant and appropriate opportunities to make press statements and comments on a range of issues of interest to our members, and older people in general, together with pertinent and relevant comments on the current state of policing.

NARPO continued to feature in the written press and on websites throughout the last year on a number of issues affecting police pensioners, pensioners in general, and the Police Service as a whole, but in particular in relation to the Commutation Factor dispute in Milne v GAD and our 'Widows Pension For Life' campaign, which, as you know, has now been re-invigorated as a result of the changes made in Northern Ireland.

NARPO last year teamed up with other Public Sector Pensioner Organisations; The Civil Service Pensioners Alliance and The National Federation of Occupational Pensioners, to present a strong united voice in the run up to the election in May 2015 and produced a joint Manifesto focussing on those Pensioner and Retirement issues that we see as crucial to all our members. This was circulated widely to both our members and other interested parties, in a concerted effort to get our views across to all political parties during the run up to the election and influence their respective manifestos. With the election behind us the partner associations took the decision to refocus the campaign in order to sustain the momentum gained and press the new Government to take the needs of older people more seriously.

As a result Later Life Ambitions have launched a campaign targeting on three main issues: Social Care, Pensions and Housing.

We once again utilised and updated our Parliamentary lobbying site at [www.politics.co.uk](http://www.politics.co.uk), to publish current NARPO issues and this has again proved useful in attracting the attention of those in the political world. We continue to develop this facility further and this together with the increased use of the Press Releases, Notices, News and pages on our own website helps us to maintain and improve the communication of

matters of importance to NARPO and our members, both to the media in general, other interested parties and of course our own members.

We continue to strengthen our links with all sections of the media and we regularly receive requests from newspaper editors, television and radio producers and authors who are looking for contributions on a particular specific issue or incident or for former officers involved in particular cases and events, both current and historic.

Wherever and whenever possible we will continue to strengthen and develop our links with the media over the coming year with a view to strengthening our status as a reference body for the media when they desire an input in relation to police and pension related matters together with issues affecting retired people in general.

We have continued to develop and promote our image to the media and we believe this has helped establish NARPO within all press circles as an appropriate organisation to approach for comment where matters of policing, retirement and pensions are involved.

Our NARPO Twitter and Facebook pages are still proving successful in getting relevant messages out quickly to both members and non-members alike and this can be evidenced by the analytical statistics of our site which show 'spikes' each time we put something on Twitter and Facebook. Furthermore these social media sites are undoubtedly serving to enhance NARPO's image with current serving officers and the public, which can be shown by our 'followers' and traffic on both our social media sites.

All this continued activity can only serve to enhance our reputation with the media and strengthen our links with them giving us the appropriate avenues to disseminate any matters of importance both quickly and effectively.

We will continue to maintain and develop our relationship with all sections of the media and strengthen the status of NARPO (within media circles), whilst looking to further maximise our use of social media to get the NARPO message across to both members and the public.

**Steve Edwards CEO**



**NARPO** - the voice of retired police officers

'To safeguard the rights of members and to promote measures for their welfare, with particular regards to pensions'

# Other Pensioner Organisations

## AgeUK

Since the last Conference I have continued to represent NARPO on the AgeUK, Age sector groups. Meetings have been held with ourselves and the other groups representing retired persons in other areas of public life together with representatives of AgeUK.

Common areas of interest for the group have been health and social care, pensions, isolation and loneliness and digital inclusion. We received special thanks for the responses our members gave to the questionnaire which was part of research looking at views of later life in a digital world. Full results available through AgeUK website.

Their charity director reported that finance would be a problem throughout the year because of legal and contract changes having an impact. They continue to have their Later Life Conference which during the last year had a theme of 'Brain Ageing and dementia' it was focusing on the factors that influence healthy brain ageing and what is being done to enable older people and their families to live as well as possible with dementia and cognitive decline.

Full details of speakers and what they said can be accessed via [AgeUK.org.uk](http://AgeUK.org.uk)

The Age sector group members explained their priorities post the General election and it is fair to say they mirror many of the areas of concern that affect NARPO.

We are still engaged in 'Later Life Ambitions' and together with most of the Age Sector groups we are members of the National Pensioners Convention.

The forthcoming year needs the Age sector group to look at the best ways we can work together.

### Brian Burdus, NEC Member

## The Public Services Pensioner's Council (PSPC)

The NARPO Chief Executive and President have attended Executive Committee Meetings of the PSPC throughout the year. The main issues pursued by the PSPC throughout the year were: - The implementation of the New State Pension and pension increases, State Pension increases for those living abroad, Income Tax Allowances, Public Service Pensions and in particular the vagaries of Police widows pension within the UK, and Universal Benefits.

Following on from the withdrawal of administration support by the National Union of Teachers, the PSPC had agreed that the Civil Services Pensioners Alliance would undertake to fulfil the main administration burden and NARPO would undertake the Treasury function. As such The Chief Executive is now the Treasurer of the PSPC. A review of these working arrangements was conducted by the Executive Committee where it was agreed that it seemed to be working well and both the CSPA and NARPO agreed to continue with their commitment to support the PSPC administrative functions in the coming year.

Management of the PSPC website at: [www.publicservicepensioners.org](http://www.publicservicepensioners.org) had been transferred to BC technologies who are now responsible for updating the site and its content. The PSPC AGM was held on Wednesday 4th May where the Chief Executive presented the PSPC accounts. The main campaigns for the coming year are:

### The Single Tier State Pension

The main concerns are the level of the pension payable, especially where a member has been opted out of the second state pension, and the exclusion of existing pensioners. The PSPC is therefore continuing to ask the Government to make a commitment to an early review which considers including existing pensioners on a no detriment basis, and a 15-year transitional period for derived spousal rights accrued under the current system.

### Suspension of Dependents' Benefits on Remarriage or Cohabitation

NARPO and Forces Pensions Society have campaigned on this over the last few years and made some progress. Constituent organisations have been asked to contact their pension schemes and report back to the Secretariat on the position with regard to widow's pension on cohabitation/remarriage. The PSPC will maintain this as a priority issue with the view that the work done so far could open the door to changes in other schemes

### Pension Indexation

During the summer, the PSPC responded to the consultation Measuring Consumer Prices: the options for change. In line with the Motion passed at the 2015 AGM, PSPC made the point that RPI was the preferred measurement of increase in the cost of living but that we were aware that the UK Statistics Authority had removed recognition of RPI as a "national statistic". Failing the reinstatement of RPI PSPC believed the CPI (H) was the next best measurement, because it at least takes into account housing costs, but that more accurate construction was needed. Furthermore, PSPC expressed its support for the work on the development of the Household Inflation Index (HII) by Jill Leyland and John Austin.

Initial indications in a letter from the National Statistician to the Chair of the UK Statistics Authority show that he is likely to conclude, when he publishes his report by the end of 2016, that CPI(H) should become the ONS preferred measure of consumer inflation, that the development of HII had potential, and that RPI was not a good measure of inflation.



# Other Pensioner Organisations continued...

## PSPC continued...

### Universal Pensioner Benefits

Shortly after the General Election, PSPC heard that the cost of providing Free TV Licences for over 75 year olds would be transferred to the BBC as part of their funding agreement. This represents a transfer of responsibility for social policy and is a worrying development. PSPC will seek a meeting with the BBC Director of Strategy to put forward our concerns after the Government has published its White Paper on the future of the BBC.

### Uprating of State Pension for Overseas Pensioners

PSPC have continued to support the case for uprating the state pensions of some British pensioners who have retired overseas. PSPC met with PHA Media who represent the International Consortium of British Pensioners campaign on state pension indexation and have agreed to bring the campaign to uprate frozen pensions from their current level to the attention of politicians and to ask for constituent members support on future lobbying action.

### Women Against State Pension Inequality (WASPI)

The Executive Committee have agreed to support a campaign known as WASPI. The Campaign has been gathering momentum over the year and relates to those women who have received late notification of increases to their State Pension Age.

## The National Pensioner's Convention (NPC)

During the year the NPC moved their offices to an office on the first floor of Walkden House and currently have no meeting facilities and are relying on other facilities provided by various trade unions and others.

NARPO continue to take an active part in the NPC. The Chief Executive is a member of the NPC Executive Committee, which has met regularly during the year. Members of our National Executive Committee also take an active part in the NPC Council

meetings and Biennial Delegates Conference as well as the Pensioner Parliament. The NPC continues to work for a better basic state pension and towards a society that is more inclusive, considerate and supportive of older people. The NPC has been and continues to run several campaigns to protect and improve, where possible, the lives of older people. The key areas for joint action between the NPC and NARPO remain the protection of universal pensioner benefits, opposition to the changes to age related taxation, support for dignity in old age including the provision of adequate health and care systems together with an improved basic state pension for all. The NPC Pensioner's Parliament was held once again in Blackpool in June and members of NARPO National Executive Committee attended the Parliament and the various seminars associated with it. The Pensioners Parliament attracted speakers from Government and the Shadow Chancellor John McDonnell reported on Labour's proposed 'Commission On Older People'.

The NPC provided a submission to the Work and Pensions Select Committee in relation to the 'Intergenerational Fairness Enquiry' and a pamphlet based on that submission was planned as a follow up.

The NPC continue to take a keen interest in Health and Social Care issues after the refusal of the Government to accept and implement the recommendations of the Dilnott Commission and have submitted evidence to the Work and Pensions Committee in relation to issues surrounding the new State Pension.

As part of our commitment to the NPC, the NARPO Financial Controller Sue Ward continues her sterling work as the external examiner to the funds held by the NPC.

Further information can be found at the NPC website at [www.npcuk.org](http://www.npcuk.org) This site is available through a link on the NARPO website at [www.narpo.org](http://www.narpo.org) just click on 'Links' then on 'Associated Sites'.

## National Police Memorial Day

The twelfth National Police Memorial Day took place at the Edinburgh International Conference Centre on Sunday 27 September 2015. The ceremony was attended by many relatives of those police officers who had lost their lives in the line of duty. The service also drew attendance from local and national politicians and senior representatives from Police Forces throughout the United Kingdom. HRH the Prince of Wales, patron to the charity also attended. The President Ian Potter, Vice President Brian Burdus and their wives represented NARPO on the day. The thirteenth National Police Memorial Day will be held in London at St Pauls Cathedral on Sunday 25th September 2016 at 3pm. More information about the National Police Memorial Day is available at their website at [www.nationalpolicememorialday.org](http://www.nationalpolicememorialday.org) This site is also available through a link on the NARPO website at [www.narpo.org](http://www.narpo.org) just click on 'Links' then on 'Police Charities'.

The Chief Executive is a nominated Trustee to the Charity and regular meetings are held where decisions on funding and the long term future of the National Police Memorial Day are of paramount importance. The Trustees need to ensure that all the efforts and good work of its co-founder Joe Holness and his wife Sharon are not wasted and that the National Police Memorial Day is a charity that has long term financial sustainability. This is a very important date in the Police calendar, and as such, every effort must be made to ensure it is still in existence well into the future.



# Other Pensioner Organisations continued...

## AGE Platform Europe

This Non-Governmental Organisation (NGO) promotes social protection and participation in society for older people across Europe. It has some 150 affiliated organisations which represent older people from states across the EU. AGE Platform Europe tries to influence European Directives to the benefit of older people. It also seeks to influence member states in the introduction of those directives. Age Platform seeks a supportive and inclusive society for older people and has a range of interests aimed at meeting those aims. AGE Platform Europe continues to define its 7 main policy areas as follows: - Anti-discrimination; Employment and Active Ageing; Social Inclusion; Social Protection; Health; Accessibility; Solidarity between Generations. The Chief Executive attends the AGE Platform GA held in Brussels each year. The AGE Platform council proposed an amendment to AGE Statutes to create a new category of Associate Members. The new category would seek to attract mainly local and regional groups with limited financial resources but willing to contribute and support AGE work and campaigns at grass root levels. Moreover, associate members will be allowed to participate in all AGE activities but will have no voting right at the GA and no right to refund of their travel costs when attending the GA. This means that only associations with very limited income will find it more advantageous to join as Associate member rather than Full member. The above Council's proposal was submitted to the General Assembly for vote on 19 November with the fee being set at €200. During the discussion at the General Assembly, a British member tabled a motion proposing to lower the minimum fee to €100 to allow more associations with low income to join. This was voted on, and in my opinion, the proposal was successful and achieved enough votes to be approved. The Council however did not accept the vote and sent

out the following via email: Since no decision could be reached, in line with AGE Statutes the Executive Committee decided to organise a virtual vote to allow all full members to decide on the level of minimum fee to apply to this new category as of 2016. As yet I do not know the outcome of the vote but would presume their proposal of €200 was successful! I will continue to attend the AGE Platform General Assembly and make our voice heard.

In February 2016, the European Commission published a report which looks into the difficulties some consumers face in making purchases, choosing, or switching providers. The study identifies the main reasons behind this vulnerability and what can be done to enable consumers to make better use of their rights and the alternatives the marketplace offers. Highlighting the perspective of older consumers, AGE Platform contributed to this study, which mainly focuses on the online environment and the finance and energy sectors.

A major success for the organisation is the continuation of an older people's interest group within the European Parliament. More information is available on the AGE Platform website at [www.ageplatform.org](http://www.ageplatform.org). This site is available through a link on the NARPO website at [www.narpo.org](http://www.narpo.org) – click on 'Links' then on 'Associated Sites'.

*Following the recent referendum and the Brexit vote it is not yet clear what the implications are of the continued attendance of UK organisations at AGE Platform Europe. One would presume that attendance at AGE Platform Europe will not serve any meaningful purpose, if indeed attendance were allowed under the rules of the Organisations. We will continue to monitor the situation and make the appropriate decision when necessary.*

**Steve Edwards CEO**

## Age Cymru

I attend the bi monthly meetings of Pensioners Forum Wales (PFW), which are held in the Age Cymru office in Cardiff. Eric Evans attends the meetings in my absence.

PFW is a voluntary body, made up of representatives of various retired members of trade union organisations and various pensioners' groups. It is hosted by Age Cymru, who also provide the secretariat.

The group produced a manifesto for distribution to all prospective Assembly Members in advance of this year's Welsh Assembly elections, outlining the aims of PFW. These include (1) influencing policy on age discrimination (2) providing free domiciliary and social care and (3) improved accessible transport. The above is not an exhaustive list but gives a flavour of matters discussed at meetings.

There was a distinct possibility earlier in the year that with severe budgetary restraints in place for public bodies such as Age Cymru, their funding would be reduced to such an extent that they would not be able to provide secretariat services for PFW. If this had been the case, then the likelihood would have been that PFW would cease to exist. However, after the Welsh Assembly elections in May, the funding was restored.

My colleagues in the South Wales area (and also those on the NEC) will be pleased to learn that the Forum is keeping a watching brief on the development of the new Cardiff Bus Station from the point of view of the more mature traveller.

**Phil Hopkins – NEC Wales Region.**



# Other Pensioner Organisations continued...

## PDT

This is an important year for the Police Dependants' Trust. Not only does 2016 mark the charity's 50th anniversary but also a turning point in the nature of the support it provides, as the Trust's CEO, Gill Scott-Moore explains:

Much has changed since that fateful day in August 1966 when three police officers were callously murdered in West London: the make-up of the service; the nature of the incidents officers and staff deal with; the immense pressure they are under, are all very different today. What hasn't changed is the demands on the Trust; there's as much if not more of a need for our services now as there ever has been.

So as we approached this milestone in the history of our organisation we felt the time was right to ask serving and former officers what more we can be doing to support them. And given that our charitable purpose is to support the efficiency of the police service, we wanted to take that wider view into account too.

### Injury on Duty Research

An important step in planning for the future was to have a better understanding of the needs of injured officers so we have funded a research project to identify the gaps in support available when officers suffer physical or psychological injuries on duty. Around 11,000 serving and former officers, PCSOs and Special Constables responded to a survey carried out by the Department of Sociology at the University of Surrey. Final results are due out at the end of the year but so far 8,447 responses have been analysed.

It was found that 82% had experienced either a physical or psychological injury within the last 5 years and 45% had taken a week or longer off work as a result. By far, the most common reported injuries were psychological – in particular anxiety and depression – so it is perhaps unsurprising that better access to mental health services was rated as a high priority by those who took part.

Once the research was up and running it became apparent that understanding the experience of those who had recently left the service would help to build a richer picture. The research team developed a second survey for those who had recently left the service – we chose within the last 5 years – and the results of that are still being analysed.

### Mental Health Support

In response to overwhelming concerns about mental health issues, we took the decision to make £3 million available over the next three years to help forces support those who suffer psychological harm as a result of their policing role. The OnelnFour Fund is so-called because, according to the Health Survey for England, that's the number of adults who will be diagnosed with a mental illness at some point in their lives.

The maximum grant available over the three-year period will be £150,000 and all UK police forces will be eligible to apply when the fund opens this Autumn. Projects must be designed to assist in addressing formally identified gaps in provision e.g. for England as identified by undertaking a Public Health England Workplace Wellbeing Charter gap analysis or to address concerns/gaps identified via PEEL Inspections.

We have also committed more than £180,000 over three years to the Police Treatment Centres charity to further strengthen clinical leadership across all of its rehabilitation activities and develop and implement a psychological wellbeing programme for patients.

### Other Significant Changes to our Support

While these funds may represent a different approach to our work we are by no means moving away from our more familiar approach of making grants to individuals. In fact, we have widened both our eligibility criteria and the circumstances in which we can help.

Our support now includes:

- welfare assistance in times of crisis and to help meet unexpected expenses i.e. furniture and household appliances, and essentials like food and clothing

- specialist equipment such as mobility vehicles to enable injured officers to remain independent or to participate in sports and hobbies to improve their quality of life

- adaptations to a disabled officer/former officer's home to support independent living

- contributions towards training to access new career opportunities following ill-health retirement as a result of injury

- contributions towards the costs of children's extra-curricular activities

We're working with forces and organisations (including NARPO) to encourage anyone who has/had suffered an injury on duty to register with us and where appropriate, access the support we can offer. We have also recruited a new member of staff to help us expand our network of volunteers with the aim of us being able to reach more officers and families in need.

As is the case for many charities, volunteers have an important role in supporting our work; enabling us to reach those who need our assistance, helping individuals and families to complete our application forms and supporting our fundraising and awareness-raising activities. Claire Craigie is helping us to recruit more volunteers and provide them with greater support.

We have been able to help around 7000 officers and families since the Trust was founded in 1966. By widening the support we provide and the circumstances in which we can help, we hope to be able to provide life-changing support to many more people who need it.

The interim results from our injury on duty survey can be found on our website, alongside information on each of the funds outlined above and a reminder of the support we offer. We have further announcements to come during this year so do sign up to our newsletter (via our website) and follow us on social media to keep up to date with what's new.



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Notes

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# Annual Conference

## Southport 2015

The 2015 Annual Conference of the National Association of Retired Police Officers took place in Southport on Friday 4th September 2015. The Staff at the venue were courteous and efficient. Once again, functions were well attended. The pre-conference Dinner for delegates, observers and guests was held in the Floral Hall Conference Centre on the Thursday evening, as was the post conference supper and social night on the Friday night. This allowed delegates to take the opportunity to meet old and new friends and discuss developments in NARPO and Conference in general terms.

The Conference venue was well received by those attending and provided ample space for Exhibitors to display their services to both delegates and observers and the items on offer were well received and snapped up eagerly.

Conference was once again very well attended and the debates were very informative with every opportunity given for delegates to participate. Delegates responded enthusiastically to the debates resulting in some extremely searching and worthwhile questions being put to the panel members. The panel discussion entitled "Where Next - Welfare?" was very well received and was especially relevant bearing in mind the current issues around the continuing welfare provision for retired officers. Mr Andy Rhodes the Deputy Chief Constable of Lancashire and National Lead for Well-being and Engagement in Policing gave an interesting insight into the current change of thinking being encouraged within Police Forces when dealing with officers who have various issues. It was pointed out to him by one delegate that more needed to be done for those who had retired and still had welfare issues. The other panel members gave an insight into how other organisations dealt with welfare issues for their retirees and lessons can be learned from the approach taken by the armed forces and others.

The Guest Speaker was Sara Thornton CBE, QPM, Head of the National Police Chiefs Council, whose presentation was extremely informative with just the right amount of humour thrown in for good measure. She explained the difficulties facing Chief Officers in relation to finances, budgetary restraints when considering operational effectiveness and public satisfaction and expectation. Again delegates posed some pertinent questions all of which were readily answered.

Once again The National Executive Committee had engaged the Live Group to provide a more professional approach to our Conference in terms of presentation and technical support. This enabled us to broadcast Conference live on the web thus enabling those who could not attend the opportunity to find out what was being said and discussed. Following Conference Lewis Live enabled us to publish the entire Conference proceedings on YouTube for the benefit of members and other interested parties, who were unable to attend in person.

We were once again grateful to John Stapleton the television presenter and journalist for assisting in engaging with delegates and guest presenters in the lively and informative debates throughout the day. It is clear that guests and delegates

appreciated John's involvement and it adds value to the day's proceedings.

In his Conference address the President of NARPO Ian Potter highlighted the work that NARPO had done nationally to enhance the image of the Association via its technological footprint and the improvements we have made and will continue to make to our social media accounts in an effort to attract members at the earliest opportunity after or even before retirement. The more we can make serving officers aware of NARPO the more chance we have of them becoming a NARPO member upon retirement. He informed conference of our close links with other similar organisations and explained that NARPO members had attended various other organisations conferences throughout the year including; The Police Federation, The Superintendents' Association, Retired Police Officers Association Scotland, Northern Ireland Retired Officers Association and the International Police Association. It is important that we maintain and strengthen these links to ensure the future sustainability of NARPO and to attract new members. The President went on to outline the hard work that the National Executive had done in re-writing the Association Rules that were being put to Conference.

He concluded by highlighting the recent changes announced by The Northern Police Treatment Centres which will require retired officers to make a donation if they wish to be considered for treatment. He expressed his disappointment that the Trustees had not consulted NARPO prior to that decision being made and stated that we would do all we can to oppose the decision.

The afternoon of Conference was devoted entirely to Conference motions, and in particular Motion 1, where the new rules were debated and voted upon. The debates around the rules were extremely lively and it was obvious that there were some considerable opposing views of the proposals within the hall. Most of the amendments to Motion 1 were either lost or withdrawn with the exception of two proposed by Suffolk Branch. At the end of a long day Motion 1 as amended was put to Conference but failed to be accepted on a two thirds majority.

The record of the motions to the 2015 Conference, together with the results is as follows: -

|                 |                                     |         |
|-----------------|-------------------------------------|---------|
| <b>Motion 1</b> | New Rules                           | Lost    |
| <b>Motion 2</b> | To amend Annex 1 2(b)               | Lost    |
| <b>Motion 3</b> | Withdrawal of Branch Circular 33/14 | Lost    |
| <b>Motion 4</b> | Free Membership Aged 90             | Lost    |
| <b>Motion 5</b> | Publication of NEC minutes          | Carried |
| <b>Motion 6</b> | Convalescent provision              | Lost    |



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# Secretariat

The membership at the end of June 2016 amounted to 88,266 consisting of 73,098 Full Members, 11,239 Widow/Widower Members, 557 Life Members, 1,044 Associate Members, 1,734 Affiliate Members, 283 Direct Affiliates, 30 Honorary Members and 281 others. The majority of our membership live within the United Kingdom but within our numbers we have some 1,863 members living abroad. The total increase in member numbers this year is a little down on previous years, but this is not due to any failure in recruiting new members as this has remained consistently high. Following the change in the way some Branches of the Retired Police Officers Association Scotland have chosen to deal with affiliation to NARPO this has resulted in a significant drop in the number of affiliate members. We are however more than happy to include affiliate members from all branches of the RPOAS on an individual basis. We sent out 39 Circulars to Branches last year. These appear on the opening page of SuperSleuth for the convenience of Branch secretaries. Previous years, circulars can also be viewed on SuperSleuth by accessing the relevant year's folder. This not only means that the cost of circulation is kept to a minimum but also provides an instant file of circulars which assists both secretaries and other authorised branch users in their administration. Every member continued to receive, by post, four full colour NARPO News magazines during the year. The magazine continues to be edited in house and published with the assistance of our design team at Wilson Design House. We have extended the size of the magazine to 54 pages. The magazines are well received by members and always generate a full post bag following its circulation. Advertising revenue has enabled us to manage the cost of the magazine production and postage, within a limited budget, whilst maintaining the high quality of design and publication.

During the year Clint Elliott retired as Chief Executive and Steve Edwards was appointed as the new Chief Executive following Clint's retirement in February. Steve is responsible for the day to day operational effectiveness of the Association

and for delivering the policies of the organisation. Governance of the association is provided by the National Executive Committee to whom Steve is answerable. Steve continues to offer expert advice to members and others on Police Pensions and on NARPO matters more generally. Sarah Chuimana was appointed Deputy Chief Executive in January 2016 and she took over responsibility for the NARPO website, social media accounts and the organisation of the content of NARPO News. Unfortunately, Sarah tendered her resignation and is no longer with NARPO. The NEC made the decision to appoint Alan Lees as Deputy Chief Executive and he took up his post on 1st June 2016. Alan has considerable experience within the Police Service; he retired from West Yorkshire Police in December 2015, where he was a Detective Superintendent on the North East Counter Terrorism Unit. The majority of his service was in West Yorkshire Police but he did spend 5 years in Derbyshire Constabulary between 2002 and 2007. During his time as a Superintendent Alan was the Police Superintendents Branch Secretary, the District Secretary and he was a member of the National Executive Committee of the Police Superintendents' Association.

We continue to improve our use of both Twitter and Facebook as an additional means of informing members and others of developments pertinent to NARPO or member's interests. We continue to offer and process bookings for the two villas made available to our members as holiday accommodation. Unfortunately, Villa Endymion and its cottage are no longer available for members, but there is the possibility of a further property becoming available in Amsterdam in the near future. The accommodation associated with the Villas have proved extremely popular with those visiting them. We are grateful to the Society for extending our agreement for a further year. As previously stated, neither NARPO nor the Endymion Preservation Society makes any charge to members for the accommodation. Members are of course responsible for their own associated travel and other holiday costs. In offering and managing the allocation of the accommodation, we operate a system that is intended to

achieve the highest number of our members as is possible attending the accommodation. Whilst seeking to achieve this aim, the management system needs to be easily understood, relatively simple to manage and be as fair as possible whilst seeking to achieve at least the minimum of the 75% all year round occupancy we have agreed with the owners.

Sue Ward is the Financial Controller at NARPO. She continues to oversee financial matters reporting regularly to the NEC on finance and budgetary issues. She also provides secretarial support to the NEC, assisting in the production of agendas before and minutes after each NEC meeting. In addition to this and amongst her other duties, Sue continues to take a lead in the day to day management of our direct debit system, which is essential to our operation of both the Health and Travel Insurances. The Group Travel Insurance Scheme continues to prove a success and each year greater numbers of members have joined the scheme. Currently around 12,000 members have taken advantage of this scheme this year. The cost of the scheme continues to be good value despite an above inflation rise in cost, which was based on our claims experience.

We continue to offer a Health Insurance Scheme to members and have over 1,000 members taking advantage of the scheme.

Angela Calvert is the Senior Administrator. Amongst her responsibilities, she takes a lead in the practical arrangements for Conference each year. Angela also takes a lead in the arrangements for our regular Courses. This includes our Access to Support and Branch Officials Courses. We would encourage Branches, particularly those who have never nominated members or have not had members attend a course in the recent past, to nominate an appropriate person to attend. Angela spends a lot of time making sure that we have good speakers and content on the course which in turns benefits those attending. She continues to provide day to day advice to Branches' on the membership data base and answers queries on a regular basis.



# Secretariat continued...

During the year we made the decision to 'outsource' the administration and processes involved in the travel and health schemes. This was undertaken on our behalf by Police Mutual and we are grateful to both Sue Ward and Angela Calvert for their dedication in making sure that nothing was missed and the 'handover' went as smoothly as possible. As with everything, this has not been without its problems and both Sue and Angela have worked tirelessly [even whilst ill] to ensure that the collections and processes worked as well as possible. Angela also provides support to the Financial Controller.

Throughout the year we said goodbye to both Sue Marsh and Julia Mullan who both gave valuable service to the

association and both were extremely professional and had a great rapport with Branch Secretaries always ensuring that queries were answered in a timely and friendly fashion. We wish them both well for the future and thank them for their excellent service to NARPO. Following an extensive selection process to replace them we appointed Dawn Sheard and Jill Beavis to the association. Unfortunately Jill left us mid June and we now welcome Louise Feather. Dawn works Monday to Wednesday, with Louise working Wednesday to Friday. This ensures we have full cover and a cross over day where they can discuss any issues of relevance. They continue to provide a wide range of administrative support to the organisation. They have formed good working relationships

with colleagues, Branch officials and members alike. Regular staff meetings ensure that staff ideas and best practice principles are recognised in an effort to improve the service we provide to Branches and individual members. They circulate regular newsletters on behalf of branches. This year 158,880 were sent out on behalf of Branches, together with a further 276 individual Branch newsletters.

Normal office hours at NARPO HQ are now established to be 8 to 4 Monday - Thursday and Friday 8 to 3.30 each week. We continue to provide an out of hours' telephone answering system for the convenience of members.

**Steve Edwards CEO**

## Proposed Administrative Changes to Rules

None to note.

## NEC Meetings from July 2015 to June 2016

### 2015

#### **3rd July - Leatherhead**

Apologies: Jackie Cole

#### **3rd September - Southport**

Apologies: None to note

#### **5th September - Southport**

Apologies None to note

#### **29th October - Chepstow**

Apologies: Lynne Haydon

### 2016

#### **28th January - Wakefield**

Apologies: Jackie Cole & Lynne Haydon

#### **12th May - Leyland**

Apologies: Jackie Cole, Lynne Haydon & Phil Hopkins

Throughout the year a variety of sub-committee meetings were also held



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# Life Membership

Life memberships awarded from 1st July 2015 to 30th June 2016

| Branch                |                           | Branch          |                             |
|-----------------------|---------------------------|-----------------|-----------------------------|
| Avon & Somerset       | Mr Roderick Francis Deane | Nottinghamshire | Mr Brian Burdus             |
|                       | Mr John Vincent           | Oldham          | Mr Frank Housley            |
| Birmingham            | Mr Ronald Hugh Adams      |                 | Mr Donald L Goodman         |
|                       | Mr Robert Edward Faulkner | Southport       | Mr Leonard Ernest Waltho    |
| Brighton & District   | Mr Mike Ormerod           | Staffordshire   | Mr Mark Anthony Judson      |
| Bury & District       | Mr Robert Laing           |                 | Mr Glyn Oswyn Dyer          |
| Chichester            | Mr Les Mann               |                 | Mr Anthony Wyke             |
| Dartford & District   | Mr Fred Kimber            | Suffolk         | Mr Leslie Jolley            |
| Denbigh               | Mr Gwyn Roberts           | Surrey          | Mr John House               |
|                       | Mr Thomas John Povah      | Swansea         | Mr R Leighton Jenkins       |
| Derbyshire            | Mr John Sean Murphy       | TVP Oxfordshire | Mr Terry Sharp              |
|                       | Mr Frank Gregory          | Warwickshire    | Mr Lynn T Attwood           |
| Dyfed Powys           | Mr Clive Cowey            |                 | Mr Simon P Yarwood          |
| East Kent             | Mr Jim Boughton           |                 | Mr Christopher Mark Jones   |
|                       | Mr Bill Eggleton          |                 | Mr Michael Thomas Rolf      |
| Gloucestershire       | Mr J Barry Williams       | West Mercia     | Mr Michael Anthony Niccolls |
| Gwynedd               | Mr Trefor Edwards         |                 | Mr Gerald Anthony Donnelly  |
| Hertfordshire         | Mr John Roy Bell          | Wiltshire       | Mr David M Frampton         |
| Lancaster & Morecambe | Mr Frank Mathews          |                 | Mr Colin W G Reeves         |
| Leeds & District      | Mr Steven Wesnedge        | Wirral          | Mr W A Tony Isaac           |
| Leicestershire        | Mr Steve Smith            | Wolverhampton   | Mr Ernest Passmore          |
| Manchester & District | Mr Malcolm Howells        |                 | Mr Jeffrey K Bagnall        |
| Norfolk               | Mr Tom Hodge              |                 | Mr Anthony Holland          |
| North Hampshire       | Mr Malcolm RM Lloyd       |                 |                             |

## Conclusion

This report covers the period from 1st July 2015 to 30th June 2016 and encompasses a considerable variety of matters reflecting the work of the Association and NEC during this time.

The NEC, will, therefore, continue to work on behalf of the membership, to ensure that our views are heard by whatever means are available. These issues will continue to be addressed in "NARPO News", on our website and social media so that the membership is kept advised of any action that is being taken.

We believe that NARPO still has much to offer after 97 years of service and we are pleased to have the opportunity to serve the Association as members of the National Executive Committee.

Brian Burdus (Vice Chair), John Carrington, Jackie Cole, Richard Critchley, Eric Evans MVO,QPM, Pat Gates BEM, BSc, Nick Hartfree, Lynne Haydon, Phil Hopkins, Mark Judson, Ian Potter (Chairman), Ahmed Ramiz, Kate Rowley QPM, Mike Thornton, Sandie Wilde MA and Lawrence Wright BSc.





# Financial Statements

31st December 2015

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|                                                                           |                |
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## National Association of Retired Police Officers **Statement of National Executive Committee Responsibilities**

We are required under the constitution of the Association to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the excess of income over expenditure for that year. In preparing those financial statements we are required to:

- select suitable accounting policies and then apply them consistently making judgements and estimates that are prudent and reasonable;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

We are also responsible for:

- keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association;
- safeguarding the Association's assets;
- taking reasonable steps for the prevention and detection of fraud and other irregularities.

**By Order of the National Executive Committee**

**Ian Potter**  
President



# Report of the Independent Auditors to the Association's Members of The National Association of Retired Police Officers

We have audited the financial statements of the National Association of Retired Police Officers for the year ended 31st December 2015.

This report is made solely to the association's members, as a body, in accordance with rules of the association. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

## Respective responsibilities of National Executive Committee and Auditors

The Association's National Executive Committee is responsible for the preparation of financial statements in accordance with applicable law and United Kingdom Accounting Standards. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). It is our responsibility to form an independent opinion, based on our audit, on the financial statements and to report our opinion to you.

## Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of; whether the accounting policies are appropriate to the association's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the National Executive Committee; and the overall presentation of the financial statements.

## Opinion on the financial statements

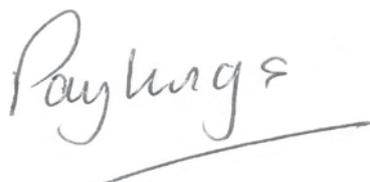
In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2015 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the rules of the association.

## Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the rules of the association requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information explanations we require for our audit.



**David Harrison** (Senior Statutory Auditor)

For and on behalf of Paylings

Registered Auditors, 7 The Office Campus, Paragon Business Village, Red Hall Court, Wakefield, West Yorkshire WF1 2UY



# The National Association of Retired Police Officers

## Notes To The Financial Statements For The Year Ended 31<sup>st</sup> December 2015

### Accounting Policies

#### Basis of Accounting

The financial statements have been prepared in accordance with applicable Accounting Standards and under the historical cost accounting convention.

The association has taken advantage of the exemption from preparing a cash flow statement conferred by Financial Reporting Standard No.1 in respect of small organisations.

In accordance with Accountancy Standards NARPO House is shown in the accounts at cost. Similarly, the investments and Hawkridge House are also shown at cost.

#### Depreciation

Assets costing £500 or more are capitalised as tangible fixed assets, items costing less than £500 are charged against income and expenditure in the year the cost was incurred.

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value of their estimated useful lives as follows:

Office furniture and equipment      33.3% straight line

Buildings are not depreciated, as in the opinion of the National Executive Committee, the residual value of the property will exceed its cost.

#### Investment Income

Dividends and interest on investments are recognised on a receivable basis and are shown gross of any related tax credit. Tax suffered on investment income is shown as part of the corporation tax charge. Rental income is credited net of related expenditure.

#### Income

Income represents the amount derived from subscriptions precepted from branches, income from investments and services provided which fall within the Association's ordinary activities, entirely within the United Kingdom. The income and excess of income over expenditure comprise the continuing activities of the Association.

#### Taxation

|                                                             |         |           |
|-------------------------------------------------------------|---------|-----------|
| Corporation tax charged on taxable income and capital gains | £ 7,404 | [£ 8,197] |
|                                                             | =====   | =====     |

#### APB Ethical Standards - Provisions Available for Small Entities

In common with many other associations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.



# The National Association of Retired Police Officers

## Balance Sheet as at 31<sup>st</sup> December 2015

|                                    | 2015             |                  | 2014             |                  |
|------------------------------------|------------------|------------------|------------------|------------------|
| <b>FIXED ASSETS</b>                |                  |                  |                  |                  |
| NARPO House                        |                  | <b>128,474</b>   | 128,474          | <b>128,474</b>   |
| Building Adds B/fwd                | 2,681            |                  | 9,360            |                  |
| Additions                          | 1,300            |                  | 0                |                  |
| Less: Depreciation                 | -1,828           | <b>2,153</b>     | -6,679           | <b>2,681</b>     |
| Furniture & Equipment B/fwd        | 13,498           |                  | 23,410           |                  |
| Additions                          | 14,074           |                  | 0                |                  |
| Less : Depreciation                | -10,638          | <b>16,934</b>    | -9,912           | <b>13,498</b>    |
| <b>COAT OF ARMS</b>                |                  | <b>7,200</b>     |                  | <b>7,200</b>     |
| <b>CEREMONIAL CHAINS OF OFFICE</b> |                  | <b>5,877</b>     |                  | <b>5,877</b>     |
| <b>INVESTMENTS AT COST</b>         |                  |                  |                  |                  |
| Hawkridge House (Property)         | 287,176          |                  | 287,176          |                  |
| Aviva Investment                   | 24,255           |                  | 24,255           |                  |
| Brewin Dolphin                     | 251,294          |                  | 0                |                  |
| Tilney Bestinvest                  | 694,562          | <b>1,257,287</b> | 683,124          | <b>994,555</b>   |
| <b>CURRENT ASSETS</b>              |                  |                  |                  |                  |
| Stocks for Resale                  | 977              |                  | 1,664            |                  |
| Sundry Debtors/Prepays             | 93,153           |                  | 65,422           |                  |
| Vat                                | 0                |                  | 0                |                  |
| Unity Bank                         | 271,696          |                  | 306,122          |                  |
| NARPO Contact                      | 5,459            |                  | 29,066           |                  |
| Close Bros Fixed Term Investments  | 900,000          |                  | 900,000          |                  |
| Cash in Hand                       | 59               |                  | 64               |                  |
|                                    | <b>1,271,344</b> |                  | <b>1,302,338</b> |                  |
| <b>CURRENT LIABILITIES</b>         |                  |                  |                  |                  |
| Sundry Creditors/Accruals          | 45,814           |                  | 52,676           |                  |
| VAT                                | 2,447            |                  | 1,177            |                  |
| Corporation Tax                    | 6,945            |                  | 7,978            |                  |
|                                    | <b>55,206</b>    |                  | <b>61,831</b>    |                  |
| <b>NET CURRENT ASSETS</b>          |                  | <b>1,216,138</b> |                  | <b>1,240,507</b> |
|                                    |                  | <b>2,634,063</b> |                  | <b>2,392,792</b> |
| <b>ACCUMULATED FUND</b>            |                  |                  |                  |                  |
| Balance as at 1.1.15               |                  | <b>2,392,792</b> |                  | <b>2,189,884</b> |
| Surplus (Loss) for the year        |                  | <b>241,271</b>   |                  | <b>202,908</b>   |
|                                    |                  | <b>2,634,063</b> |                  | <b>2,392,792</b> |



# The National Association of Retired Police Officers

## Income And Expenditure For The Year Ended 2015

|                                          | 2015    |                | 2014    |                |
|------------------------------------------|---------|----------------|---------|----------------|
|                                          | £       | £              | £       | £              |
| <b>Income</b>                            |         |                |         |                |
| Precept (40%)                            |         | 544,277        |         | 529,195        |
| Affiliates Subscription                  |         | 13,574         |         | 15,886         |
| Hawkridge House Rent Income              |         | 14,434         |         | 10,654         |
| Sale of Supplies                         | 1,697   |                | 1,470   |                |
| Less: Cost of Sales                      | -1,480  | 217            | -1,283  | 187            |
| Sale of Diaries                          |         | 8,933          |         | 9,786          |
| Commissions/Royalties                    |         | 111,029        |         | 97,607         |
| Advertising                              |         | 134,488        |         | 128,421        |
| Taxed Dividends (Gross)                  | 20,331  |                | 19,660  |                |
| Aviva Interest                           | 836     |                | 1,094   |                |
| Bank & Close Bros Interest               | 20,170  | 41,337         | 19,548  | 40,302         |
| THIG Schemes                             |         | 89,819         |         | 106,796        |
| Tilney Bestinvest (Sale of Investments)  |         | 2,007          |         | 20,000         |
| NARPO Contact                            |         | 5,000          |         | 5,000          |
|                                          |         | <b>965,115</b> |         | <b>963,834</b> |
| <b>Expenditure</b>                       |         |                |         |                |
| NARPO News Printing                      |         | 70,658         |         | 83,556         |
| NARPO News/Newsletter Distribution       |         | 136,492        |         | 136,491        |
| National Advertising Campaign            |         | 3,955          |         | 4,906          |
| 2019 Centenary Costs                     |         | 2,000          |         | 0              |
| Printing and Stationery                  |         | 8,222          |         | -424           |
| Postage and Telephone                    |         | 8,893          |         | 10,323         |
| Office Expense                           |         | 31,107         |         | 20,020         |
| Access to Support Course                 |         | 9,953          |         | 10,144         |
| Branch Officers Training                 |         | 6,824          |         | 14,477         |
| Staff Training                           |         | 0              |         | 180            |
| Pension Seminars                         |         | 8,744          |         | 0              |
| General & Water Rates                    |         | 8,545          |         | 8,383          |
| Insurance                                |         | 5,842          |         | 5,760          |
| Salary Costs (Gross)                     | 197,876 |                | 198,770 |                |
| N.I. Contributions                       | 17,184  |                | 16,767  |                |
| Pension Contributions                    | 15,160  | 230,220        | 15,505  | 231,042        |
| Staff Recruitment                        |         | 4,012          |         | 0              |
| Computer Expenses                        |         | 9,418          |         | 9,501          |
| NEC Expenditure/Regional Meetings        |         | 64,171         |         | 58,019         |
| Federation Conference                    |         | 7,933          |         | 6,538          |
| Conference Expenses (net of income)      |         | 53,871         |         | 57,402         |
| Audit                                    |         | 6,000          |         | 6,000          |
| Parliamentary                            |         | 6,295          |         | 6,295          |
| Professional Expenses                    |         | 18,830         |         | 26,962         |
| Corporation Tax                          |         | 7,404          |         | 8,197          |
| Rules Revision                           |         | 1,216          |         | 33,366         |
| Depreciation                             |         | 12,466         |         | 16,591         |
| Repairs to Property                      |         | 413            |         | 6,151          |
| Foreign Bank Fee                         |         | 215            |         | 162            |
| Bad Debt                                 |         | -5             |         | -16            |
| Donation                                 |         | 150            |         | 900            |
|                                          |         | <b>723,844</b> |         | <b>760,926</b> |
| <b>Excess of income over expenditure</b> |         | <b>241,271</b> |         | <b>202,908</b> |

2015 Minimum Subscription was £19.80

2016 Minimum Subscription remained as 2015 at £19.80 (Branch £11.88/Precept (40%) £7.92)



# The National Association of Retired Police Officers

## Variance Against Published Budgets 2015

|                                     | <b>Actual<br/>2015</b> | <b>Published<br/>Budget</b> | <b>Variance</b> |
|-------------------------------------|------------------------|-----------------------------|-----------------|
| <b>Income</b>                       |                        |                             |                 |
| Precept                             | 544,277                | 552,500                     | -8,223          |
| Affiliates Subs                     | 13,574                 | 13,500                      | 74              |
| Rental Income Hawkridge House       | 14,434                 | 0                           | 14,434          |
| Net Sales                           | 217                    | 750                         | -533            |
| Sale of Diaries                     | 8,933                  | 10,000                      | -1,067          |
| Commissions/Royalties               | 111,029                | 87,500                      | 23,529          |
| Advertising                         | 134,488                | 120,000                     | 14,488          |
| Tilney Bestinvest Dividends (Gross) | 20,331                 | 13,500                      | 6,831           |
| Aviva Interest                      | 836                    | 1,200                       | -364            |
| Bank/Close Bros Interest (Gross)    | 20,170                 | 17,300                      | 2,870           |
| THIG Schemes                        | 89,819                 | 80,000                      | 9,819           |
| Square 7                            | 0                      | 22,000                      | -22,000         |
| Tilney Bestinvest (Realisation)     | 2,007                  | 0                           | 2,007           |
| NARPO Contact                       | 5,000                  | 5,000                       | 0               |
|                                     | <b>965,115</b>         | <b>923,250</b>              | <b>41,865</b>   |
| <b>Expenditure</b>                  |                        |                             |                 |
| NARPO News Printing                 | 70,658                 | 98,000                      | 27,342          |
| NARPO News & Newsletter Dist        | 136,492                | 155,000                     | 18,508          |
| National Advertising Campaign       | 3,955                  | 12,500                      | 8,545           |
| 2019 Centenary Costs                | 2,000                  | 0                           | -2,000          |
| Printing and Stationery             | 8,222                  | 4,000                       | -4,222          |
| Postage and Telephone               | 8,893                  | 11,500                      | 2,607           |
| General Office                      | 31,107                 | 25,000                      | -6,107          |
| Access to Support Course            | 9,953                  | 14,000                      | 4,047           |
| NARPO Officers Training Seminars    | 15,568                 | 23,000                      | 7,432           |
| General & Water Rates               | 8,545                  | 8,800                       | 255             |
| Insurance                           | 5,842                  | 6,500                       | 658             |
| Gross Salary Costs                  | 197,876                | 205,700                     | 7,824           |
| NI Contributions                    | 17,184                 | 19,000                      | 1,816           |
| Pensions                            | 15,160                 | 17,000                      | 1,840           |
| Staff Recruitment                   | 4,012                  | 0                           | -4,012          |
| Computer/Website Expenses           | 9,418                  | 12,000                      | 2,582           |
| NEC Expenditure/Regional Meetings   | 64,171                 | 63,000                      | -1,171          |
| Federation Conference               | 7,933                  | 9,500                       | 1,567           |
| NARPO Conference (net of income)    | 53,871                 | 60,000                      | 6,129           |
| Audit                               | 6,000                  | 4,500                       | -1,500          |
| Parliamentary                       | 6,295                  | 6,500                       | 205             |
| Professional Expenses               | 18,830                 | 10,000                      | -8,830          |
| Corporation Tax                     | 7,404                  | 7,000                       | -404            |
| Rules Revision                      | 1,216                  | 0                           | -1,216          |
| Depreciation                        | 12,466                 | 15,000                      | 2,534           |
| Building Maint                      | 413                    | 2,000                       | 1,587           |
| Foreign Transfer Fees               | 215                    | 200                         | -15             |
| Bad Debt                            | -5                     | 0                           | 5               |
| Donation                            | 150                    | 0                           | -150            |
|                                     | <b>723,844</b>         | <b>789,700</b>              | <b>65,856</b>   |
| Excess of Income over expenditure   | <b>241,271</b>         | <b>133,550</b>              | <b>107,721</b>  |



**NARPO** - the voice of retired police officers

'To safeguard the rights of members and to promote measures for their welfare, with particular regards to pensions'

# The National Association of Retired Police Officers Proposed Budgets for 2017

|                                      | <b>Budget<br/>2015</b> | <b>Actual<br/>2015</b> | <b>Budgets<br/>Published<br/>2016</b> | <b>Budgets<br/>Proposed<br/>2017</b> |                |
|--------------------------------------|------------------------|------------------------|---------------------------------------|--------------------------------------|----------------|
| <b>Income</b>                        |                        |                        |                                       |                                      |                |
| Precept                              | 552,500                | 544,277                | 565,000                               | 582,200                              | *****          |
| Affiliates Subscriptions             | 13,500                 | 13,574                 | 14,000                                | 14,000                               | See below      |
| Rental Income Hawkridge House        | 0                      | 14,434                 | 14,500                                | 14,900                               |                |
| Net Sales                            | 750                    | 217                    | 750                                   | 300                                  |                |
| Sale of Diaries                      | 10,000                 | 8,933                  | 10,000                                | 9,000                                |                |
| Commissions/Royalties                | 87,500                 | 111,029                | 97,500                                | 107,500                              |                |
| Advertising                          | 120,000                | 134,488                | 120,000                               | 130,000                              |                |
| Gross Dividends (Brewin/Tilney)      | 13,500                 | 20,331                 | 15,000                                | 15,000                               |                |
| Aviva Interest (Shares)              | 1,200                  | 836                    | 1,200                                 | 1,000                                |                |
| Bank & Close Bros Interest           | 17,300                 | 20,170                 | 16,000                                | 22,000                               |                |
| THIG Scheme (Net of Vat)             | 80,000                 | 89,819                 | 100,000                               | 90,000                               |                |
| Square 7 Advertising                 | 22,000                 | 0                      | 0                                     | 0                                    |                |
| Tilney Bestinvest (Realisations)     | 0                      | 2,007                  | 0                                     | 0                                    |                |
| NARPO Contact                        | 5,000                  | 5,000                  | 5,000                                 | 5,000                                |                |
|                                      | <b>923,250</b>         | <b>965,115</b>         | <b>958,950</b>                        | <b>990,900</b>                       |                |
| <b>Expenditure</b>                   |                        |                        |                                       |                                      |                |
| NARPO News Printing                  | 98,000                 | 70,658                 | 60,000                                | 67,000                               |                |
| NARPO News & Newsletter Distribution | 155,000                | 136,492                | 150,000                               | 160,000                              |                |
| National Advertising Campaign        | 12,500                 | 3,955                  | 12,500                                | 12,500                               |                |
| 2019 Centenary Costs                 | 0                      | 2,000                  | 0                                     | 2,000                                |                |
| Printing and Stationery              | 4,000                  | 8,222                  | 3,000                                 | 13,000                               |                |
| Postage and Telephone                | 11,500                 | 8,893                  | 11,500                                | 11,500                               |                |
| General Office                       | 25,000                 | 31,107                 | 25,000                                | 15,000                               |                |
| Access to Support Course             | 14,000                 | 9,953                  | 14,000                                | 14,000                               |                |
| NARPO Officers Training Seminars     | 23,000                 | 15,568                 | 15,000                                | 15,000                               |                |
| Staff Training                       | 0                      | 0                      | 500                                   | 500                                  |                |
| General & Water Rates                | 8,800                  | 8,545                  | 8,800                                 | 8,900                                |                |
| Insurance                            | 6,500                  | 5,842                  | 6,500                                 | 6,500                                |                |
| Gross Salary Costs                   | 205,700                | 197,876                | 208,800                               | 198,000                              |                |
| NI Contributions                     | 19,000                 | 17,184                 | 19,500                                | 16,000                               |                |
| Pensions                             | 17,000                 | 15,160                 | 16,100                                | 17,700                               |                |
| Staff Recruitment                    | 0                      | 4,012                  | 0                                     | 0                                    |                |
| Computer/Website Expenses            | 12,000                 | 9,418                  | 12,000                                | 12,000                               |                |
| NEC Meetings/Regional Meetings       | 63,000                 | 64,171                 | 64,000                                | 70,000                               |                |
| Federation Conf                      | 9,500                  | 7,933                  | 9,500                                 | 9,500                                |                |
| Conference (Net of income)           | 60,000                 | 53,871                 | 72,000                                | 65,000                               |                |
| Audit                                | 4,500                  | 6,000                  | 6,000                                 | 6,000                                |                |
| Parliamentary                        | 6,500                  | 6,295                  | 6,500                                 | 18,500                               |                |
| Professional Expenses                | 10,000                 | 18,830                 | 10,000                                | 10,000                               |                |
| Corporation Tax                      | 7,000                  | 7,404                  | 9,000                                 | 9,000                                |                |
| Rules Revision                       | 0                      | 1,216                  | 0                                     | 5,000                                |                |
| Depreciation                         | 15,000                 | 12,466                 | 12,500                                | 15,000                               |                |
| Building Maint                       | 2,000                  | 413                    | 2,000                                 | 2,000                                |                |
| Credit Card/Foreign Transfer Fee     | 200                    | 215                    | 200                                   | 1,000                                |                |
| Bad Debts repaid                     | 0                      | -5                     | 0                                     | 0                                    |                |
| Donation                             | 0                      | 150                    | 0                                     | 0                                    |                |
|                                      | <b>789,700</b>         | <b>723,844</b>         | <b>754,900</b>                        | <b>780,600</b>                       |                |
| <b>Total Expenditure</b>             | <b>789,700</b>         | <b>723,844</b>         | <b>754,900</b>                        | <b>780,600</b>                       |                |
|                                      | <b>133,550</b>         | <b>241,271</b>         | <b>204,050</b>                        | <b>210,300</b>                       | <b>Surplus</b> |
|                                      | <b>Budgeted</b>        | <b>Actual</b>          | <b>Budgeted</b>                       | <b>or,</b>                           |                |
|                                      | <b>Surplus</b>         | <b>Surplus</b>         | <b>Surplus</b>                        |                                      |                |

\*\*\*\*\* If Rotherham Branch Motion is carried precept will be reduced by approximately

-130,000  
80,300 Surplus





# Annual Conference 2016 Agenda

Friday the 9th September 2016

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# Conference Notes

## Badges

Delegates will exchange a Regional Identity badge for a white voting card.

The Regional Identity badge should be completed in advance of registration to enable the Stewards to issue the voting card.

This is important for security.

### The Regions are identified as: -

|            |            |
|------------|------------|
| Yellow     | North West |
| Lilac      | Midlands   |
| Orange     | North East |
| Red        | Eastern    |
| Light Blue | South West |
| Pink       | Wales      |
| Dark Blue  | South East |
| Green      | London     |

Any changes in Delegates or Branch Representatives must be notified to the Chief Executive or Stewards at Conference unless previous notification has been given.

## Other Events

### Thursday 8th September 2016

A pre-conference Dinner for delegates and observers will be held at the Riviera Conference Centre, Torquay, commencing at 7.30pm. The dinner will be preceded at 6.45pm with a drinks reception.

### Friday the 9th September 2016

The NARPO stall for the sale of 2017 Diaries will be outside the Conference Hall during the hours of Conference. Other Membership Services Stalls will also be displaying items of interest. A break for coffee will be provided about 11am.

It should be noted that on Friday the 9th September there will be a distribution of previously ordered packed lunches - otherwise members are asked to make their own lunch arrangements.

A post conference supper will be provided for those with previously purchased tickets.

Followed by a social evening, to be held in the Riviera Conference Centre, Torquay.

Doors open 7pm – supper from 7.30pm.

## Future Conference

8th September 2017 - Spa Complex, Scarborough.

### **NATIONAL EXECUTIVE COMMITTEE REPORT TO CONFERENCE.**

Following decisions reached at a meeting held on Thursday 7th July 2016 the NEC made the following recommendations to Conference: -

## Conference Timetable And Agenda

We recommend that:

- a) The Conference Timetable and Agenda be combined.
- b) A letter is sent to H.M. The Queen, conveying the Loyal Greetings of the Association in order that a reply could be conveyed to Conference at its opening.
- c) Time should be made available for an address by our invited guests and an open debate on "The Silver Economy"

## Scrutineers/Stewards

We recommend that:

- a) The Scrutineers will be introduced at 9.40 am before any matter for decision is taken.
- b) The Chairman will note those elected from each region.
- c) The Scrutineers should appoint a Chief Scrutineer from amongst their number. Mr Ahmed Ramiz, is appointed as NEC Liaison Officer.
- d) When a vote is to be taken The Chairman will announce that the doors to Conference will be closed. The Scrutineers will ensure that the Stewards cover the doors.
- e) Mr Nick Hartfree is appointed NEC Liaison Officer for the Stewards.



# Conference Motions in Brief

|                      |                                                                              |                                      |
|----------------------|------------------------------------------------------------------------------|--------------------------------------|
| <b>Motion 1:</b>     | Reduction of Precept                                                         | Rotherham Branch                     |
| <b>Motion 2:</b>     | National Conference Funding for Branches<br>Amendment - Means tested process | Barnsley Branch<br>Birmingham Branch |
| <b>Motion 3:</b>     | Refresh Super Sleuth                                                         | Birmingham Branch                    |
| <b>Not accepted:</b> | Appointment of NARPO Professional Posts                                      | Birmingham Branch                    |

## Timetable

It is recommended that:

- There will be a Question Time with a subject of "The Silver Economy" 11.15 – 12.30
- The President will address conference at 1.55pm

## Current NEC Members

|                   |                     | Office Expires |                   |                     | Office Expires |
|-------------------|---------------------|----------------|-------------------|---------------------|----------------|
| <b>North West</b> | Kate Rowley QPM     | 2016           | <b>South East</b> | Ahmed Ramiz         | 2016           |
|                   | Sandie Wilde MA     | 2017           |                   | Ian Potter          | 2017           |
| <b>North East</b> | Mike Thornton       | 2016           | <b>South West</b> | Lynne Haydon        | 2016           |
|                   | Richard Critchley   | 2017           |                   | Pat Gates BEM, BSc  | 2017           |
| <b>Midlands</b>   | John Carrington     | 2016           | <b>Wales</b>      | Phil Hopkins        | 2016           |
|                   | Mark Judson         | 2017           |                   | Eric Evans MVO, QPM | 2017           |
| <b>Eastern</b>    | Brian Burdus        | 2016           | <b>London</b>     | Jackie Cole         | 2016           |
|                   | Lawrence Wright BSc | 2017           |                   | Nick Hartfree       | 2017           |

## Current Reserves to the NEC

|                   |                |      |                   |                  |      |
|-------------------|----------------|------|-------------------|------------------|------|
| <b>North West</b> | Andrew Edwards | 2016 | <b>South East</b> | Dickie Bird      | 2016 |
|                   | Frank Woolley  | 2017 |                   | Keith Bowman     | 2017 |
| <b>North East</b> | Bob Watson     | 2016 | <b>South West</b> | Norman Robertson | 2016 |
|                   | Graham Cassidy | 2017 |                   | Brian Reed       | 2017 |
| <b>Midlands</b>   | Paul Parker    | 2016 | <b>Wales</b>      | David Wood       | 2016 |
|                   | Steve Groves   | 2017 |                   | Glyn Lewis       | 2017 |
| <b>Eastern</b>    | Bob Mabbutt    | 2016 | <b>London</b>     | Tim Potts        | 2016 |
|                   | Frank Gregory  | 2017 |                   | Nick Burrows     | 2017 |

## Current Misconduct Members

|                   |                 |      |                   |                |      |
|-------------------|-----------------|------|-------------------|----------------|------|
| <b>North West</b> | John Bamford    | 2016 | <b>South East</b> | David Marchant | 2016 |
| <b>North East</b> | Joseph Broadley | 2016 | <b>South West</b> | David Long     | 2016 |
| <b>Midlands</b>   | Des Lockwood    | 2016 | <b>Wales</b>      | Alan Greaves   | 2016 |
| <b>Eastern</b>    | Les Jolley      | 2016 | <b>London</b>     | Ron Friend     | 2016 |



# Elected Members

## Elected Members of the NEC Post Conference 2016 to Conference 2018 Inclusive

| Region |            | Office Expires      |                 |      |
|--------|------------|---------------------|-----------------|------|
| No 1   | North West | Sandie Wilde MA     | Manchester      | 2017 |
|        |            | Kate Rowley QPM     | Cumbria         | 2018 |
| No 2   | North East | Richard Critchley   | Wakefield       | 2017 |
|        |            | Bob Watson          | Northumbria     | 2018 |
| No 3   | Midlands   | Mark Judson         | Staffordshire   | 2017 |
|        |            | John Carrington     | Wolverhampton   | 2018 |
| No 4   | Eastern    | Lawrence Wright BSc | Cambridgeshire  | 2017 |
|        |            | Brian Burdus        | Nottinghamshire | 2018 |
| No 5   | South East | Ian Potter          | TVP Berkshire   | 2017 |
|        |            | Ahmed Ramiz         | North Sussex    | 2018 |
| No 6   | South West | Pat Gates BEM, BSc  | Bristol & Avon  | 2017 |
|        |            | Norman Robertson    | Dorset          | 2018 |
| No 7   | Wales      | Eric Evans MVO, QPM | Gwynedd         | 2017 |
|        |            | Phil Hopkins        | Dyfed Powys     | 2018 |
| No 8   | London     | Nick Hartfree       | London          | 2017 |
|        |            | Jackie Cole         | London          | 2018 |

## Elected Reserves to the NEC Post Conference 2016 to Conference 2018 Inclusive

| Region |            | Office Expires |                     |      |
|--------|------------|----------------|---------------------|------|
| No 1   | North West | Frank Woolley  | Wigan & Leigh       | 2017 |
|        |            | Andrew Edwards | Preston & District  | 2018 |
| No 2   | North East | Graham Cassidy | Doncaster           | 2017 |
|        |            | Vacant         |                     | 2018 |
| No 3   | Midlands   | Steve Groves   | Walsall             | 2017 |
|        |            | Paul Parker    | Warwickshire        | 2018 |
| No 4   | Eastern    | Frank Gregory  | Derbyshire          | 2017 |
|        |            | Bob Mabbutt    | Northamptonshire    | 2018 |
| No 5   | South East | Keith Bowman   | Eastbourne          | 2017 |
|        |            | Dickie Bird    | Colchester NE Essex | 2018 |
| No 6   | South West | Brian Reed     | Wiltshire           | 2017 |
|        |            | Barry Williams | Gloucestershire     | 2018 |
| No 7   | Wales      | Glyn Lewis     | Flintshire          | 2017 |
|        |            | Sandra Evans   | Gwent               | 2018 |
| No 8   | London     | Nick Burrows   | London              | 2017 |
|        |            | Timothy Potts  | London              | 2018 |

## Elected Members of Misconduct Sub-Committee Post Conference 2015 to Conference 2017 Inclusive

| Region |            | Office Expires  |                     |      |
|--------|------------|-----------------|---------------------|------|
| No 1   | North West | John Bamford    | Rochdale            | 2017 |
| No 2   | North East | Joseph Broadley | Bradford            | 2017 |
| No 3   | Midlands   | Des Lockwood    | Staffordshire       | 2017 |
| No 4   | Eastern    | Les Jolley      | Suffolk             | 2017 |
| No 5   | South East | David Marchant  | TVP Buckinghamshire | 2017 |
| No 6   | South West | David Long      | Gloucestershire     | 2017 |
| No 7   | Wales      | Alan Greaves    | Cardiff             | 2017 |
| No 8   | London     | Ron Friend      | City of London      | 2017 |



Friday the 9th September 2016

# Agenda and Timetable

## 9.20 Delegates take their place in the Conference Hall

**All attendance forms should have been handed to the Stewards and a voting card/palmlet obtained**

## 9.30 Opening of Conference by: The Mayor of Torbay - Mr Gordon Oliver

Loyal Greetings

Departed Colleagues

Welcome Guests and introduction of NEC members

| 9.40            | To note the elected Scrutineers |                 |            | Branch |
|-----------------|---------------------------------|-----------------|------------|--------|
| <b>Region 1</b> | NW                              | Julian Dearden  | Merseyside |        |
| <b>Region 2</b> | NE                              | Alan Woodhouse  | Cleveland  |        |
| <b>Region 3</b> | Mids                            | Gordon Meredith | Coventry   |        |
| <b>Region 4</b> | Eastern                         | Sean Murphy     | Derbyshire |        |
| <b>Region 5</b> | SE                              | Keith Bowman    | Eastbourne |        |
| <b>Region 6</b> | SW                              | Bill Haley      | Wiltshire  |        |
| <b>Region 7</b> | Wales                           | Alan Greaves    | Cardiff    |        |
| <b>Region 8</b> | London                          | David Geary     | London     |        |

**To note: The Liaison Officers from the NEC – Mr Ahmed Ramiz - Scrutineers  
Mr Nick Hartfree - Stewards**

## Call for attendance numbers and Adoption of Standing Orders

## 9.45 Adoption of NEC reports to Conference and Timetable

## 9.55 Review of the Year - Presented by the Chief Executive - Mr Steve Edwards

## 10.15 Income and Expenditure 2015

### Balance Sheet 2015

### Budgets 2017

Three reports presented by Mrs Sue Ward the Financial Controller - to be approved

## 10.25 Guest Speaker - Mr Simon Weston CBE, OBE

## 11.00 Tea/Coffee Break



# Friday the 9th September 2016

## Agenda and Timetable

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**11.15 Debate - "The Silver Economy" - A panel discussion**

Mr Chris Walsh - Wise Age

Mr Stephen Mann - Chief Executive - Police Mutual

Facilitated by Mr John Stapleton

**12.30 Lunchtime Adjournment**

**1.45 Conference Resumes**

**1.50 Announcement of elected reserves to the NEC - to run until conference 2017**

**1.55 Presidential Address - Mr Ian Potter**

**2.25 Connect PA – Laura Blake - Presentation on Later Life Ambitions**

**2.45 Motion No 1:** Reduction of precept from 40% to 30%

**Branch**

Rotherham

**3.00 Motion No 2:** National Conference funding for 1 member per branch  
Amendment – Means Tested

Barnsley  
Birmingham

**3.15 Motion No 3:** Refresh of Super Sleuth

Birmingham

**3.30 Goodbye to Branch officials for the past year – to note**

**NEC Farewells:** Miss Lynne Haydon and Mr Mike Thornton

**NEC Newcomers:** Mr Norman Robertson and Mr Bob Watson

Thanks to Stewards and Scrutineers from Torquay and those who contributed to the running of this conference

Any other urgent and non-controversial business

**4.00 Finish - Subject to closure of business**

**To note that 2017 Conference will be held at the  
The Spa Complex, Scarborough  
on the 8th September.**



# Motion No 1

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## Rotherham Branch

This conference instructs the national executive committee to amend the rules accordingly, so that the level of precept charge levied against members of any Branch is reduced from 40% to 30%.

### Explanatory Note

It is a convention within the rules of conference that the precept charge be decided at conference. Where there is no motion to change the precept value, then the rate remains accepted. This has been the case for many years.

The purpose of bringing this motion is about financial fairness in recognising that the heartbeat of the NARPO brand, recruitment, membership development and organisational success happens at a local level. Running costs to promote, engage in and supplement branch activity through a myriad of different supporting needs are becoming more challenging to financially maintain. This is especially so for smaller branches, but pro rata needs that enables all branches to use additional local funds that this motion would generate, to help sustain growth and develop initiatives by encouraging retired colleagues to join and actively partake is no lesser an important factor in the wider aims of shaping NARPO's future.

At the end of December 2015 national membership to which a precept was levied amounted to 74109 individuals. Therefore, the total income generated to central funds through a standard 40% levy at £7.92 per member equates to £586,943.

A precept value of 30% would equate to £5.94 per member and still generate an income of £440,207 based on the December 2015 membership figure to central funds. A 10% precept reduction would reduce NEC income by £146,736 but even this figure still generates a surplus of £57,314 based on the 2016 proposed budget. This result would mean a small and very helpful gain to branches of around £2 per year per precept paying member.

It is noted that the NEC has consistently made surpluses over at least the last 5 years:

|                | <b>Budget 2016</b> | <b>Budgeted 2015</b> | <b>Actual 2014</b> | <b>Actual 2013</b> | <b>Actual 2012</b> | <b>Actual 2011</b> |
|----------------|--------------------|----------------------|--------------------|--------------------|--------------------|--------------------|
| <b>Surplus</b> | £204,050           | £133,550             | £202,908           | £486,238           | £171,250           | £78,488            |

The national accounts show in 2014 the centre had investments of £683,000 with total assets of £2.4 million. This includes the properties held at cost, a fair value would be significantly higher than this. So even with the vagaries of unexpected or unbudgeted costs, the national funds are most certainly in a very healthy situation more than capable of absorbing this 10% reduction, without financial trauma being inflicted. This level of reserves could see the NEC viable for all expenditure costs for at least 3 years without generating a penny of income.

NARPO's own slogan is to safeguard the rights of members and to promote measures for their welfare, not for the NEC to make consistent financial surpluses at this extra ordinary level, when some branches are unable or struggling to develop or pass on benefits locally.

There are 112 branches of NARPO across England and Wales. All branches would be in a healthier and more vibrant financial situation to operate far more generously to its member services and support than is currently the case. This situation needs to be considered against any expectation for branches to pull on small amounts of branch account reserves to supplement additional development and expand branch activity to meet growing expectations from a diverse range of membership needs. To retain the status quo, could well mean the survival rate of some branches remaining fit for purpose could well be predicted to be less than that of an arctic polar bear on diminishing ice sheets.



Notes

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# Motion No 2

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## Barnsley Branch

This Conference instructs the National Executive Committee to adopt the policy and amend the rules accordingly that one member per Branch is funded to attend the National Conference by the National executive.

### Explanatory Note

This motion seeks to recognise that some small branches are unable to send any representative to the National Conference due to having insufficient funds to meet the expenses. We would hope that all members would agree that it is important that all Branches are represented at the National Conference and that some Branches are only prevented from attending due to funding issues at their Branches. At one conference a motion was defeated which seemed to show that the NEC held substantial reserves. Surely this would be an excellent opportunity to give something back to Branches/Members and allow all Branches to make a contribution to the running of NARPO. We would estimate that the cost of this depending on distance to venue hotel cost etc. would be a maximum of £500 per one Branch member. There are 111 Branches Nationally therefore the absolute maximum per year to the NEC would be £55,500. This would be a maximum cost but we believe that it would be much cheaper for the NEC. The NEC will still be making thousands of pounds even from the smaller branches than they would be paying out.

## Birmingham Amendment

To the end of the motion the following words to be added:- "...subject to a transparent and consistent means testing process being undertaken by the NEC, based upon the branch accounts submitted the previous year."

The amended Motion would then read:-

"This Conference instructs the National Executive Committee to adopt the policy and amend the rules accordingly that one member per branch is funded to attend the National Conference by the National Executive, subject to a transparent and consistent means testing process being undertaken by the NEC, based upon the branch accounts submitted the previous year."

### Explanatory Note

Birmingham Branch is in support of the principle of all branches having the opportunity to send a delegate to the national Conference. However, the Branch is opposed to any change in the level of precept - directly addressed in Motion One - but an indirect consequence of Motion Two. By adding a means-testing process, the NEC can ensure support is provided to branches otherwise unable to send a delegate, whilst preventing its funds being used by the more wealthy branches. Any means testing process needs to be transparent and consistent, and based upon branch accounts forwarded to NARPO HQ by 31st May of the previous year in order that there is sufficient time for the funded delegate to book a hotel near the Conference venue.



Notes

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# Motion No 3

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## **Birmingham Branch**

Refresh of Super Sleuth - This Conference supports the funding of a comprehensive software refresh of Super Sleuth to ensure it meets the needs of branches and NARPO HQ more effectively. This should include an expansion of the data items (including the provision of several user – definable fields), and a bulk email facility. The refresh process should commence with a comprehensive review of branch user requirements in addition to the needs of NARPO HQ.

### **Explanatory Note**

A national NARPO database provides enormous opportunities for easing the administrative burdens upon both NARPO HQ and individual branches, and for significantly improving communication. The existing facilities of Super Sleuth are very helpful, but there is tremendous scope for extending its benefits. Additional data fields for use by branches would allow a complete transition from paper records, and all fields should be searchable and sortable. A branch facility to extract national management data (eg. membership figures) would allow comparison of recruitment and retention attainment and provide early notice of branch anomalies. A bulk email facility within SuperSleuth would significantly reduce costs, time and effort, and ensure NARPO is able to adapt to our growing dependence upon electronic communication.



Notes

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# Not Accepted

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## **Birmingham Branch**

Appointment to NARPO Professional Posts – This Conference mandates the NEC to adopt modern personnel practice when a vacancy occurs in an existing professional post or where such a post is created. This would include consideration of a structural review of the vacant post and all related posts, re-examination of the job and person descriptions of the post, appropriate marketing and advertising, followed by an ethical selection process.

### **Explanatory Note**

The appointment of staff to a vacant position, is an extremely important and vital role of the NEC. This motions seeks to introduce the adoption of 'industry-standard' selection processes for NARPO's key posts including wider consideration of the organisational structure of NARPO HQ and any benefits which might be achieved from any change. This is surely a sensible, reasonable and rational prerequisite if we are to remain a credible organisation.



Notes

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## Annex 1

# Regulations For The Conducting Of Annual Conference

## Regulations

### 1. Date of Annual Conference

The Annual Conference of the Association shall be held, generally in the month of September, at a place decided at the previous Annual Conference, or failing this, the date and venue to be decided by the National Executive Committee.

### 2. Notice of Business

To qualify for making a contribution at Annual Conference, Branches must send in the appropriate completed forms, which have been circulated so as to reach the Chief Executive Officer by 30th April in the year of the Conference. Forms for the purpose will have been previously circulated and will provide for indicating:

- (a) Total number of Former Police Officers, Life, and Widow/Widower, and partners of deceased former officers Branch Members, at the previous 31st December. As listed in Rule 4 (i) and Rule 4 (ii).
- (b) Names of nominated delegates, the total number not to exceed one per hundred or part thereof of membership, as at (a), subsequent changes in delegates being notified by letter. Delegates nominated by Branches may address the Conference and/or vote. For the purpose of this regulation, 'Membership' includes former Police Officers, Life and Widows/ Widowers/ Partners of deceased former officers as defined in the provisions of Rule 4 of the Association Rules.
- (c) Nominations for Delegates to serve on the National Executive Committee and Reserves (not more than one member of a Branch may serve on the National Executive Committee at any one time except in the case of London which may have two members).
- (d) Motions for consideration at the Annual Conference including business under Association Rule 27.

### 3. Motions

Motions may be submitted by Branches or by the National Executive Committee. Branches desirous of submitting motions must send these, signed by Committee Chairmen and Secretaries, to reach the Chief Executive Officer by 30th April. Branches submitting motions but not sending delegates must name the Branches or delegates who will propose and second the motion.

The National Executive Committee shall have the discretion to reject a motion if:-

- (i) The intention of the motion is obscure.

- (ii) The motion is concerned with matters outside the objectives of the Association.
- (iii) The motion is already the existing Association policy.
- (iv) The motion is not addressed to Conference.
- (v) The motion is pious or mischievous.
- (vi) The motion is concerned with more than one subject.
- (vii) The motion relates to a topic that has been the subject of debate by Annual Conference in the preceding 2 years and has either been carried or lost.

All motions rejected by the National Executive Committee shall be published to Branches with detailed reasons for rejection.

By the 31st May the Chief Executive Officer will circulate to all Branch Secretaries details of motions accepted by the National Executive Committee for consideration by Annual Conference.

### 4. Amendments to Motions

- (i) Branches, or the National Executive Committee, desirous of submitting amendments to motions must send them, signed by the Committee Chairmen and Secretaries, to reach the Chief Executive Officer by the 30th June.
- (ii) The National Executive Committee shall reject all motions and amendments received at the Association Headquarters after the final dates for receipt of motions and amendments communicated on behalf of the National Executive Committee to Branches.
- (iii) Notwithstanding the foregoing provisions of this rule, the National Executive Committee shall at its discretion, admit to the agenda at any time up to the commencement of the proceedings of Annual Conference, motions, the matters of which arise in circumstances which could not be foreseen at the final date for receipt of motions.

### 5. Agenda for Annual Conference

The Chief Executive Officer will send copies of the Annual Conference Agenda, to reach Branch Secretaries and Conference Delegates, at least twenty-one days before the date of the Conference.

### 6. Roll of Delegates

The roll of accredited delegates to the Annual Conference will be prepared by the Chief Executive Officer, and the roll shall be used by the Stewards each time the Conference assembles.



**7. Stewards**

Stewards, sufficient in number, will be provided, if possible, by the host Branch, to take the roll mentioned in regulation 6, to ensure that any observers present are seated separately from the delegates, and to ensure the Chairman's directions are complied with. Stewards shall not be entitled to address the Conference or to vote unless they are also appointed as delegates.

**8. Observers**

Observers may attend the Annual Conference, but they are not entitled to address the Conference or to vote, and must be seated separately from the delegates.

**9. Chairman and Secretary**

The Chairman and Secretary of the Annual Conference shall be Chairman of the National Executive Committee and the Chief Executive Officer of the Association respectively, or their deputies.

**10. Scrutineers**

Scrutineers, 1 per Region, shall be appointed from among the delegates to supervise the voting at Annual Conference. Candidates for election to the National Executive Committee or members of the N.E.C may not also be Scrutineers.

**11. Voting on Motions**

Voting on motions shall be by show of Delegate Voting Cards, unless the Conference determines otherwise. The N.E.C members, who are additional delegates to Conference, shall be entitled to address any motion they are proposing or seconding on behalf of the N.E.C, and address any other motion on behalf of the N.E.C, but shall not be entitled to vote. In the case of deadlock the Chairman shall have a casting vote.

**12. Adoption of Standing Orders**

The Conference shall proceed to adopt Standing orders for the Regulation of the Business of the Annual Conference.

**13. Report of National Executive Committee**

The National Executive Committee shall present a written report of its work during the year, together with audited balance sheet and statement of income and expenditure in respect of the central organisation for the previous year.

## Annex 2

# Standing Orders For The Regulation Of Business Of Annual Conference - (Regulation 12)

**S.O.1 Order of business**

The roll for attendance of delegates at Annual Conference shall be conducted in accordance with the Regulations for the Conduct of Annual Conference.

**S.O.2 Business before the Conference**

Subject as may be otherwise agreed to the contrary, the Conference will proceed in accordance with the Agenda.

**S.O.3 Motions, Amendments, etc.**

- (a) Motions shall be passed, rejected, or remitted to the National Executive Committee for further consideration.
- (b) The first proposition on any subject shall be known as the original motion, and all succeeding propositions on that subject shall be called amendments. Each motion and amendment will be proposed and seconded, but no delegate will be allowed to propose or second more than once. When the motion and all its amendments have been so presented to Conference, discussion will follow as per the numbering of the amendments on the Conference Agenda and in accordance with paragraph 5 of these Orders. The printing of the motion and amendment on the Conference Agenda is formal presentation and does not need to be repeated when proposing or seconding.

- (c) Voting shall take place with the highest numbered amendment being taken first, then second highest, etc., and any amendment which is carried becomes the substantive motion, and subsequent amendments taken, including the original motion. The arrived at substantive motion shall then be voted upon for acceptance or rejection by Conference. If a proposal, which is seconded, asks for the subject to be remitted then a vote for remittance or action will be taken first of all on the substantive motion, and if lost, then a further vote for acceptance or rejection of the substantive motion. After the vote on each succeeding amendment has been taken, the surviving proposition shall be put to the vote as the main question, and if carried shall then become a resolution of the Conference.
- (d) Except where included on the Conference Agenda, arrangements, amendments, riders to motions, and "Late Day" motions will not be accepted unless the Conference agrees by two-thirds majority. No discussion will take place unless and until Conference so agrees to accept the amendments, riders to motions, and "Late Day" motions. Such motions printed on the agenda cannot be amended.
- (e) Voting shall take place in accordance with Conference Regulations.



**S.O.4 Selection of Speakers**

Every delegate shall stand when speaking and shall address the Chairman as "Mr. Chairman", or "Madam Chairman". When more than one delegate rises to speak, the first to rise shall be given precedence, the decision resting with the Chairman, but the delegate who rose immediately after the first one shall have the right to speak at the close of such delegate's address.

**S.O.5 Speeches**

(a) No delegate shall be allowed to speak more than once upon any subject before Conference, or on a point of order, except the mover of the original motion. Except by permission of the Chairman, no delegate shall speak for more than five minutes at one time, other than the mover who may speak for ten minutes. Any delegate may formally second any motion or amendment and reserve his speech until a later period in the debate.

(b) Delegates wishing to raise points of order must first obtain the permission of the Chairman, and must rise immediately the alleged breach occurs.

**S.O.6 Right of Reply**

The mover of the original motion shall, if no amendment is moved, have the right to reply at the close of the debate on such motion. When an amendment is moved he shall be entitled to speak thereon in accordance with Standing Order No. 5, and at the close of the debate on such amendment shall reply to the discussion, but shall introduce no new matter. The question shall then be put to the vote immediately, and under no circumstances shall any further discussions be allowed once the question has been put to the Chair. The mover of the amendment shall not be entitled to reply.

**S.O.7 Acceptance of motions and amendments**

No motion or amendment appearing on the Conference agenda, or otherwise, shall be accepted for debate unless it is formally proposed and seconded. No motion or amendment which has been accepted by the Chairman shall be withdrawn unless Conference agrees by a two-thirds majority.

**S.O.8 Closing the debate**

Motions for the previous question, next business or the closure, may be moved and seconded only by delegates who have not spoken at any time during the debate. No speeches shall be allowed on such motions. In the event of the closure being carried, the mover of the original motion shall have the right to reply in accordance with Standing Order No. 6 before the question is put. Should any one of the motions mentioned in this Standing Order be defeated, fifteen minutes shall elapse before it can be accepted again by the Chairman, unless he is of the opinion the circumstances have materially altered in the meantime.

**S.O.9 Moving the Adjournment**

Any delegate who has not already spoken during the debate may move the adjournment of the question under discussion, or of the Conference, but must confine his remarks to that question, and must not discuss any other matter. The mover of the motion on which the adjournment has been moved shall be allowed to reply on the question of the adjournment, but such reply shall not prejudice his right of reply on his own motion. In the event of the adjournment motion being lost it shall not be moved again except in accordance with Standing Order No. 8.

**S.O.10 Chairman's Ruling**

If the Chairman rises to call a delegate to order, or for any other reason connected with the proceedings, the delegate speaking shall thereupon resume his seat, and no other delegate shall rise until the Chair is resumed. The ruling of the Chairman on any question under Standing Orders or on points of order shall be final, unless challenged by not less than four members and not less than two thirds of the delegates vote to the contrary.

**S.O.11 Misconduct**

If any delegate interrupts another while addressing the Conference, or uses abusive or profane language, or causes disturbance, and refuses to obey the Chairman when called to order, he shall be named by the Chairman, he shall thereupon be expelled from the room and shall not be allowed to enter again until an apology satisfactory to the Conference is given.

**S.O.12 Absence without leave of the Chairman**

No delegate shall leave the Conference before its conclusion without permission from the Chairman.

**S.O.13 Suspension of Standing Orders**

In the event of any matter of urgency the Chairman may accept a motion for the suspension of Standing Orders. The delegate moving such a suspension must clearly state the nature of the urgency of his business, the numbers of Standing Orders affected, and the length of time (not exceeding thirty minutes) he desires the suspension to last. At the option of Conference a further extension may be allowed, but no suspension shall take place unless sanctioned by votes in favour of not less than two thirds of the delegates present and voting.



Notes

A series of horizontal dotted lines for writing notes.



# Member Services

Throughout the last year yet again we have continued to receive excellent support from our major commercial partners during the period covered by this report and particular thanks go again to Police Mutual for their continued support which is most welcomed.

The two **FREE** member services provided by Police Mutual are open to all NARPO members who have a financial or insurance product with Police Mutual, have proved a success with several NARPO members taking advantage of the service and facilities they offer. **The Police Mutual Member Care Service**, offers a Nurse led service that supports members and their families through serious illness, chronic health conditions, bereavement and disabilities, it offers a friendly listening ear, practical information, and emotional support where it's needed most. The service provides expert advice, reassurance and access to complementary treatments. The service is provided by Red Arc who are experienced providers of this type of service. To access the service members should use the below contact details: 0845 450 5220 or [membercare@pmas.co.uk](mailto:membercare@pmas.co.uk)

**The Police Mutual Foundation** provides convalescence facilities by providing tailored support for members of the Police Service, retired officers and their families who've been through a traumatic event or bereavement, helping them to get away from it all and recuperate.

Applications must be authorised and submitted by Branch Secretaries using the relevant application form available via the website at: [www.policemutualfoundation.co.uk](http://www.policemutualfoundation.co.uk)

**Police Mutual Respite Service**  
We are grateful to Police Mutual who have launched a new initiative for NARPO members who are either suffering with or caring for those with dementia. The respite pilot aims to help those retirees who are either suffering from or caring for someone with dementia.

Police Mutual Insurance products and vehicle recovery scheme continue to offer our members excellent value and

exemplary and unrivalled customer service, whilst Police Mutual continue to offer safe, reliable financial advice and products in a difficult financial market.

**The Group Annual Travel Insurance** continues to go from strength to strength and I am pleased to report that despite the difficult financial situation, the renegotiating of the scheme led to a minimal rise in premiums in all categories. The number of members now taking advantage of this offer is now in excess of 11,500.

**The Medical Health Scheme** offered through THIG and underwritten by the AXA PPP Group continues to expand thanks are due again to the all the NARPO office staff who have continued to deliver a first class service to Branches and members alike, despite the increased workload created within the office as a result of the growing numbers taking out the travel insurance.

This year we continued to extend our existing member benefits and introduced some new ones. NARPO Member benefits include:

**Fred Olsen Cruises**  
The offer is a fantastic 10% discount off for new customers to Fred Olsen. Previous bookers receive 5% off the Fred Olsen Cruise price and this is in addition to any offers that Fred Olsen are promoting within the market. This means it represents a real benefit & real saving for NARPO members. The offer is for all of their cruises departing from 10 UK ports to over 200 destinations worldwide.

**Cruise And Maritime Cruises**  
Offering NARPO members a buy one get one free offer as well as a 5% discount. These are fantastic offers exclusively for NARPO members, cruises depart from ports around the UK.

## Sport Leisure Travel

We have teamed up with SLT travel who are offering tours exclusively for NARPO members, they plan to arrange tours which only NARPO members, from all over the country can book.

So even if you travel alone or are a small group, you will know that the other travellers on your tour will be NARPO members from around the Country.

NARPO members can also take advantage of discount rates at **TOTAL FITNESS** gyms and some fantastic deals on mobiles through VOICE mobile.

Full details on these and all our Member Services can be found on our website.

**The Hotpoint Privilege Purchase Club** which offers members discounts of up to 30% on the Hotpoint and Indesit range, just goes from strength to strength and has proved extremely popular amongst members and the customer feedback received has been fantastic. The offer is accessible via a dedicated on-line secure website via our website, to obtain your discount use the code NARP 171

We continue to maintain our strong links with a number of Solicitors;

**Linder Myers** provides a full range of services for the benefit of our members at attractive rates, including a free initial consultation on most legal matters.

**Lofthouse Mark Solicitors** offer members and family a specialist dedicated service with direct access to your Solicitor to provide the highest possible level of customer care on a range of issues including: care home claims, motorcycle accidents and professional negligence.

**Slater and Gordon** continue to offer their Family Law services offering members an hour free initial consultation and up to 30% off their current hourly rates.



# Member Services continued...

**Thompsons** provide free personal injury advice and representation and guarantee that you will keep 100% of any compensation awarded, unlike some High Street firms who take up to 25%.

**The Staff discount scheme** continues to expand with discounts being made available in an ever growing number of locations throughout the UK. The scheme offers NARPO members and their family discounts on a comprehensive range of both national and local businesses throughout the UK which can be found on their website at: [www.staffdiscountspolicefederation.org](http://www.staffdiscountspolicefederation.org) to obtain your discount you must produce your NARPO membership card or a SDUK gold card. Gold discount cards will be provided to NARPO members and their family members free of charge on request.

**Our free State Benefits advice** via Wordshop is continuing to prove very popular and the volume of enquiries being handled by them has steadily increased mainly owing to the current climate of the revision of State Benefits, in particular the migration of Disability Living Allowance to Personal Independence Payment and the new single tier state pension.

**The free computer advice** service, provided by BC Technologies, for the benefit of members, continues to be extremely helpful and very popular and as a result we have now extended that service to provide a free telephone helpline service as well as the on-line service and we hope that members continue to use the service and benefit from it in the coming years.

**The free tax helpline**, kindly provided by TWD Accountants, continues to prove popular with members and we are pleased to announce that that also now includes a free telephone advice line, where members can obtain free general tax advice.

We have maintained our link with **Best Western Hotels** who offer our members discounted rates at their hotels worldwide. We also have links with other holiday companies which can be viewed via the NARPO website.

**NARPODrive** continue to offer our members a hassle free vehicle purchasing opportunity without having to travel around numerous garage showrooms.

**Motor Source** offer NARPO members genuine discounts on a wide range of new cars and can save members a considerable amount of money on a new car.

We continue to work in partnership with **The Hearing Trust**, who provide hearing aids at greatly discounted rates and judging by the numerous letters we have received from members, their standard of equipment provided, customer service and continued support is excellent.

All our member services are available through the links on our website at: [www.narpo.org](http://www.narpo.org) – click on 'Member Services' and scroll down the page to see the benefits on offer and what you could save.

We are, as ever, extremely grateful for the continued support of our commercial partners who advertise in NARPO News and provide services for members.

Some of our providers also sponsor this report and conference by taking a stand at the event, their logos can be found displayed on the back cover of this report and we would encourage you to visit their stands and find out more.

**Steve Edwards CEO**



The National Association of Retired Police Officers offer a range of goods, such as ties, caps and badges. The items are competitively priced and can be purchased from our website on [www.narpo.org](http://www.narpo.org)

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**NARPO GROUP TRAVEL SCHEME**  
 Being a member of NARPO you, and your partner/spouse, are eligible to join the unique and exclusive NARPO Group Travel Scheme with AXA PPP Healthcare.

There is no limit on the number of overseas journeys which can be undertaken by members in any insured period. Any single trip can last for up to 65 days, and a total of 183 days can be spent overseas during any insured period. If you are heading for the slopes, 17 days winter sports cover is included within the package.

Something which makes this scheme really special, is that pre-existing medical conditions are covered, and provided a member is fit to travel, and not terminally ill, they will be covered to travel anywhere in the world.

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For more information:  
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 Email: [admin@ukcops.org](mailto:admin@ukcops.org)  
 Web: [www.ukcops.org](http://www.ukcops.org)



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Support for injured officers and bereaved families  
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**Police Roll of Honour Trust**

The Police Roll of Honour Trust maintains, research and share The National Police Officers Roll of Honour and Remembrance as an ongoing historical record of all British Police Officers who have lost their lives in the line of duty since the very earliest days of professional law enforcement over three hundred years. For more information visit our website at [www.rollofhonour.police.uk](http://www.rollofhonour.police.uk) or ring us on 0141 300 4100.

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For almost 150 years, we've been helping Officers, Staff and their families with their finances. We offer a great range of products and services exclusively for our members and are continually developing them to ensure they meet our members' needs. And today, around 200,000 members trust us with their finances. Call **0345 88 22 999** or Visit [policemutual.co.uk](http://policemutual.co.uk)

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