



Annual Report &
Finance 2014
Agenda 2015

Annual Conference **Southport 2015**

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"*

Members of The National Executive Committee 2015/2016

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

NEC APPOINTMENTS

At the post conference meeting of the NEC the following appointments were agreed:

Chairman of the NEC and President of NARPO

Ian Potter

Vice Chairman of the NEC and Vice President of NARPO

Brian Burdus

Chief Executive

Clint Elliott QPM (Appointed)

Deputy Chief Executive

Steve Edwards (Appointed)

Financial Controller

Sue Ward (Appointed)

Urgent Business Sub-Committee

Chairman, Vice Chairman & Chief Executive

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, Richard Critchley, Steve Edwards, Nick Hartfree & Lynne Haydon

Police Dependents' Trust

Sandie Wilde MA

Age:

UK: 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

Training Sub-Committee

Brian Burdus, John Carrington, Jackie Cole, Richard Critchley, Pat Gates BEM, BSc & Mike Thornton

Training Officer

Pat Gates BEM, BSc

Strategic Planning Group

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

Secretariat Sub-Committee

Richard Critchley, Lynne Haydon, Mark Judson & Lawrence Wright

Rules Revision Sub-Committee

John Carrington, Richard Critchley, Eric Evans MVO, QPM, Lynne Haydon, Mark Judson, Ahmed Ramiz & Lawrence Wright

Public Service Pensioners Council

(External Appointment)

Vice Chairman: Clint Elliott QPM

Council Members: Clint Elliott QPM & Ian Potter

National Pensioners Convention

EC Member: Clint Elliott QPM

Reserve: Steve Edwards

Council Members: Brian Burdus, Nick Hartfree, Phil Hopkins & Lawrence Wright

External Examiner: Sue Ward

Age Platform Europe

Council Member: Clint Elliott QPM

No 1 Region - North West

		Office Expires
Sandie Wilde MA	Manchester	2015
Kate Rowley QPM	Cumberland	2016

No 2 Region - North East

Richard Critchley	Wakefield	2015
Mike Thornton	Humberside	2016

No 3 Region - Midlands

Mark Judson	Staffordshire	2015
John Carrington	Wolverhampton	2016

No 4 Region - Eastern

Lawrence Wright	Cambridgeshire	2015
Brian Burdus	Nottinghamshire	2016

No 5 Region - South East

Ian Potter	TVP Berkshire	2015
Ahmed Ramiz	North Sussex	2016

No 6 Region - South West

Pat Gates BEM, BSc	Bristol & Avon	2015
Lynne Haydon	Exeter & District	2016

No 7 Region - Wales

Eric Evans MVO, QPM	Gwynedd	2015
Phil Hopkins	Dyfed Powys	2016

No 8 Region - London

Nick Hartfree	London	2015
Jackie Cole	London	2016

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



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Review of the Year

It gives me great pleasure to present the review of the year. As is the practice in the organisation this review covers the period from 1st July 2014 to 30th June 2015. It relates to any developments in that period in 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 85,000 plus potential customer base.

So 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 viable association.

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 Hawkrige, who died in 2011, 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 commercially let to tenants. The property is being managed by a local agent.

A full and more detailed financial report provided by Mrs Sue Ward appears later in this Annual Report.

Ceremonial Functions

The eleventh Police Memorial Day was held in Belfast in the city on Sunday 28th September 2014. 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 9th November 2014. 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

The General Election took place in May 2015, and in the months immediately prior to the Election we continued to work with our colleagues in the Civil Service Pensioners Alliance (CSPA) and the National Federation of Occupational Pensioners (NFOP) to prepare a detailed manifesto of issues affecting older people and seek assurance from the major political parties in respect of their attitudes towards older people.

When taken together our three organisations represent in excess of 200,000 members. We jointly engaged Connect PA., an independent political communications agency, to assist us in this process.

Our manifesto and campaign, Later Life Ambitions, was launched in Parliament at a reception attended by members from all the major political parties on 2nd September 2014. The manifesto covered a wide range of issues including universal pensioner benefits, pensions, housing, care and transport. At the reception and subsequently through a dedicated website Members of

Parliament, Parliamentary candidates, members of the three association and other interested parties were encouraged to sign a pledge to support the issues raised in the manifesto.

In that same week, the Later Life Ambitions manifesto was a major theme at our NARPO Conference held in Brighton on Friday 5th September. Members were encouraged to sign the pledge and engage with all prospective Parliamentary candidates in their local area.

The Later Life Ambitions manifesto was sent to all major political parties in the hope of influencing their policies on issues important to our members and older people more generally.

A series of meetings to discuss the manifesto were held prior to the Election with politicians of all major parties to further encourage support. Many of the topics addressed within the manifesto were live issues throughout the election campaign.

Since May, we have continued our close association with the CSPA and NFOP and we are now actively considering how we can follow up on this successful campaign, which put the Association and members issues at the forefront of political considerations.

In March 2015 we were engaged in a Parliamentary 'hustings' style Conference through our membership of the Public Services Pensioners Council (PSPC). The Conference arranged by the PSPC featured inputs from the then three main Parliamentary parties outlining their party position in respect of issues affecting public sector pensioners. Delegates from organisations which form the PSPC, including NARPO delegates had the opportunity to question each representative on specific issues of importance to their membership and public services pensioners generally.

We continue to be active members of the National Pensioners Convention and attended the launch of their Election manifesto in Parliament on 25th February 2015.



Review of the Year continued...

We attended several 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 peoples' issues, where we have met politicians of all parties.

We maintain our 'opinion formers' web page at www.politics.co.uk a site 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. Despite the fact that the process was no longer subject to legal challenge by the Government Actuary's Department, the investigation took a considerable period to resolve.

NARPO were confident that we had protected our members' interests in this complaint by reaching an agreement with the Ombudsman, similar to that achieved earlier by the Fire Brigades Union.

In light of the continued delay in the publication of a decision in this case, during the year we encouraged our members to approach their Members of Parliament to sign an Early Day Motion seeking an early resolution to this matter. At the same time we wrote again to the Ombudsman and in addition to the Police Minister seeking their assistance in reaching a conclusion to the investigation into the complaint.

The response from Government was that they were aware of the complaint but had no influence on the progress or outcome of an investigation by the independent office of the Ombudsman. The Ombudsman accepted our continued offer to assist him in the circulation and publication of the result of his investigation once completed.

On the 15th May 2015, we received a call from the office of the Ombudsman to notify us that his determination, that is the result of his investigation into the first lead complaint, would be issued later that day.

The Ombudsman has determined the commutation factors for both the firefighters and police pension schemes should have been reviewed in 2001 and again in 2004. In deciding this lead complaint he has indicated that in his view the decision should apply to all firefighters and police officers who retired within that period. He has 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. He has however not commented on the Actuarial calculation leaving that to the Government Actuary. It is our understanding that the Government Actuary's Department has calculated new commutation factors but these were not available at the time of writing this review.

NARPO published the result, with a link to the full determination, immediately on the Police Pension page of our website at www.narpo.org for the information of all our members.

We have subsequently written to both the Home Office and Treasury for both reassurances that they accept the decision of the Ombudsman in full and for a timetable for payment of any money due to our members. At the time of writing we had not received a response from either Government department but from comments and documents we had seen, we believed that the Government were in the process of implementing the decision of the Ombudsman in respect of both firefighters and police.

We continue to be actively engaged in seeking a successful conclusion for our members to this matter. We will continue, as we have in the past, to update our website and report developments in NARPO News.

As in previous years, the Home Office continue to appear to be reluctant to resolve outstanding issues around injury awards. We reported the situation in respect of Employment Support Allowance and its consequences on injury pension calculations but that situation has still not been resolved. In addition we are still getting regular calls from members about injury award reviews as some forces adopt new procedures to review those in receipt of this award. Of particular concern during the year was the attitude of Avon and Somerset Police, who instigated a new review procedure

which was both questionable in intent and very badly managed resulting in unacceptable delay in providing the results of reviews to those affected.

We have been working through the year with local branch representative to try to rectify the problems in Avon and Somerset. We continue to advise individual members on all aspects of injury awards regularly.

As in the past, we have regularly updated our website 'Pensions' page and additional pages on 'Police Pensions', 'Injury Pensions' 'Survivor Pensions' and 'Case Law' at www.narpo.org.

These pages contain the latest development 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 supported a campaign launched by Kate Hall, a widow member, seeking a change to the police pension regulations that mean that currently anyone in receipt of spouse's (widow, widower, civil partner) pensions loses that pension if they remarry or cohabit.

Kate started her campaign with a petition to Government 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 retrospectation 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 through its Chief Executive has assisted in a number of Parliamentary lobbies with police widows and widowers during this campaign. This included attending Parliament for an adjournment debate on this topic during which the Police Minister promised that the Government would look at changing some aspects of this provision. An announcement was made as part of the budget statement early in 2015.



Review of the Year continued...

Whilst this demonstrates some progress, the proposals currently being considered by the Government would still leave spouses of deceased police officers in England, Wales and Scotland at a significant disadvantage when compared with spouses of deceased former colleagues from Northern Ireland. NARPO are determined to continue to press for changes that will put our members, who are subject of this outdated restriction on pension payment on a par with their counterparts in Northern Ireland.

Full detail of the campaign can be found at our 'Notices' page at www.narpo.org and we regularly update both our activities and progress in NARPO News.

State Pension

During the year we continued to try to highlight to members, who first become entitled to state pension in April 2016 and who will receive the new state pension, the impact on their personal state pension entitlement of paying National Insurance contributions at the lower or 'opted out' rate during their police service.

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 SERPS now simply S2P. Public sector schemes, like the police pension scheme, were opted out of the second state pension and members 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 opt 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 to 35 years.

Members who have been paying at the opted 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 have been encouraging

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.

We understand 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. 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 reach 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.

NARPO Rules

During the year the National Executive Committee commissioned Paul Matthews a commercial lawyer with Linder Myers to assist in a complete re-write of our rules. It would be wrong to say too much about the rules themselves as they are subject to Conference debate and decision at Conference 2015 but it is right to record the extensive work conducted as part of this program. This included initial work led by the Rules Revision Sub-Committee but involving the Strategic Planning Group and ultimately the NEC.

It also involved regular meetings between the Rules Sub-Committee and the lawyer with regular feedback to the NEC. On completion of the draft rules and as agreed by the NEC, presentation were made at each regional meeting by a small team and comments fed back for consideration initially by the Rules Sub-Committee and finally by the NEC before a proposed new set of rules for the Association were circulated as a motion for debate and decision by Conference.

The NEC is grateful for the engagement and comment from regions, branches and individuals in the process of trying to take forward this important work.

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 2015. 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 PMAS/ Roland Smith for sponsoring our stand and for Linder Myers for sponsoring the reception. Those attending and our sponsors felt that this had been very successful and useful way to get recognition for NARPO amongst future members.

We continue to look at the performance of individual branches in respect of total member numbers in an effort to recognise and spread good practice. It is encouraging to note increases in virtually all branches when seen over the last five years. Some branches are outperforming others and this clearly raises some questions about why that is the case but overall NARPO continues to steadily expand in membership terms in a way that is not apparent in other pensioner organisations. We would be happy to consider any views on this topic either through your regional representative or direct with NARPO House.

NARPO Website & ICT

We continue to expand the content of our website at www.narpo.org. We are in the early stages of looking at how we can improve the search facilities and general access to our website items and hope to report on progress later in 2015.

Currently virtually every branch is on our web based member data base SuperSleuth. We continue to believe that the system is more efficient, more secure and more up to date than previous data bases and believe that there are benefits



Review of the Year continued...

for branches, members and the national office in the use of the system.

We are currently looking at improving access to the system from a wider range of web browsers, something that we believe will benefit branches in particular. We have commissioned some work on this and hope to complete the update during 2015.

We continue to use Twitter and Facebook to highlight matter of interest to our members and this has proved successful.

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 Annual Conference

National Federation of Occupational Pensioners (formerly National Federation of Royal Mail and BT Pensioners)

National Pensioners Convention Pensioners Parliament

National Pensioners Convention Bi-annual 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

Guarda Siochana Retired Officers AGM

As in previous years, the members of the NEC 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 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 their hospitality and the warmth of the welcome they received.

Annual Conference

Last year the NARPO Conference at Brighton was the first which had involved Live Group in assisting with the technical setup and delivery. The NEC also agreed to webcast the Conference live.

We believe that the Conference did deliver a more professional image of NARPO. The webcast was 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 we broadcast it on YouTube to give members and others the opportunity to see the event.

The NEC have agreed to engage Live Group for a second year at Southport 2015 and again provide live webcasting and a YouTube follow up broadcast.

Clint Elliott, QPM, CEO

N.E.C. Funds

The Balance Sheet and Statement of Accounts for the year ending 31st December 2014 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 £202,908

Comparing 2014 to 2013

The overall income decreased by £221,041 from £1,184,875 to £963,834 (legacy in 2013).

Our total expenditure increased on the previous year by £62,289 from £698,637 to £760,926.

The value of our investments at the 31st December 2014 amount £994,555. In addition we have other monies on deposit giving us an accumulated fund of £2,229,807.

The Financial Controller has prepared budgets for the period ending December 2016, these were endorsed by the NEC at their meeting of the 8.5.15 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 31.12.14, amounted to £1.9m (£1.5m).

Sue Ward Financial Controller



Review of the Year continued...

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, 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 see us as an attractive and influential organisation that they will 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 continued unsympathetic treatment of those Police Pensioners in receipt of an Injury Award by some Forces throughout the country and our 'Widows Pension For Life' campaign.

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. Now the election is behind us we need to sustain the momentum gained and press this current Government to take the needs of older people more seriously.

We once again utilised our Parliamentary lobbying site at 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 and Can U Help 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
Deputy CEO



Other Pensioner Organisations

Police Dependants' Trust & The National Police Fund

As the PDT approaches its fiftieth anniversary it seemed timely to review the nature and degree of this support. In the last five decades, the police service and demands on officers have changed significantly and we have been considering how we can provide the most appropriate help to those with the greatest needs.

The first stage has been to review our grants programme. We are in the process of sharing the details of these changes with each NARPO branch, but in essence we have adopted more transparent eligibility criteria and have introduced new funding streams.

We appreciate that in the past, people would apply for support from the Trust with no real knowledge of their likelihood of success. While we still operate on the basis of need and our grants are means tested, we have now adopted the nationally recognised Joseph Rowntree Foundation Minimum Income Standards as the measure against which we assess applications. In the majority of cases this scale is equal to or more generous than the income scales we previously used. Applicants can read more and check their own income against the scale at www.minimumincomestandard.org.uk.

In terms of new funding streams, support for adaptations to a person's home or help in times of crisis is still available. Amongst the new support we have introduced are grants towards the cost of career re-training for officers leaving the service on an injury award pension. This assistance was particularly well-received at the recent Access to Support training days in Reading.

These changes, which you can read about in full on our website, allow us to help more officers and families and mean we can make more of a lasting difference.

We have embarked on some research with the University of Surrey. Over the next twelve months, researchers will look at the gaps that exist in welfare support when an officer is injured on

duty. They will consider the help that is available both inside and outside the service, and the barriers to accessing help. Crucially they will interview around 60 serving and retired officers, and survey many more to gather the real-life experiences of those who have been injured.

This will help us to establish what more support we can provide, as well as highlighting the role other organisations could have in improving support for police officers.

One thing we, and the service itself, have noticed is the increase in officers seeking support for mental health and wellbeing issues. For this reason we have also launched our new National Welfare Contingency Fund. This is a £250,000 fund to provide personalised support to officers following a major terrorist (or other serious) incident. We appreciate that difficulties with mental health don't only emerge following large-scale incidents but this is an important starting point for us.

We have also reviewed the grants provided by the NPF. Education Grants available to children of officers and former officers are unchanged however trustees agreed the grants available to police forces and benevolent funds needed updating. These now fall into two categories; Benevolent Grants to supplement force benevolent funds with low funds and Wellbeing Grants for projects to improve the health and wellbeing of officers and staff.

While we may be changing some of the things we do, our core purpose remains the same, and we are grateful to NARPO members for supporting us with donations and helping to identify individuals who need our help.

We're developing more ways in which supporters can fundraise for us and will introduce new direct debit donations shortly. We are also planning a fun and competitive fundraising campaign to help us celebrate our 50th anniversary. Until then you can find plenty of fundraising ideas on our website; maybe you could turn a local event into a fundraiser, or pick us as the chosen charity for a branch dinner.

You can read more about our work, the changes we are making and how you

can help us to raise money to support police families at www.pdtrust.org you can also sign up to receive our new e-newsletter too?

Sandie Wilde MA - NEC Member

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.

As a member of the Council, the Chief Executive has attended Age Platform Council and AGE Platform sponsored events during 2014/15.

Following the European Elections in May 2014, the U.K. members of AGE Platform Europe followed up the pre-election manifesto campaign by approaching elected British European Parliamentarians to support older peoples' issues in the new Parliament. 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. This site is available through a link on the NARPO website at www.narpo.org – click on 'Links' then on 'Associated Sites'.

Clint Elliott, QPM, CEO



Other Pensioner Organisations continued...

The Public Services Pensioner's Council (PSPC)

The NARPO Chief Executive and President have attended Executive Committee Meetings of the PSPC throughout the year.

During the year, the PSPC finalised their manifesto in preparation for the approaching General Election in May 2015.

The main issues addressed in the manifesto are as follows:-

- State Pension
- Income Tax Allowances
- Public Service Pensions
- Universal Benefits

The manifesto was widely distributed to member organisations and all major political parties.

A Pre-Election Conference was held on 4th March 2015 with invited guest speakers from the Conservative, Labour and Liberal Democrat Parties to discuss their party attitude to the demands in the manifesto.

Gregg McClymont MP, Labour - Guto Bebb MP, Conservative - Steve Webb MP, Liberal Democrat presented their respective party views and answered questions from delegates to the Conference including delegates from NARPO.

During the year, representatives of the National Union of Teachers explained that for reason of pressure of work on their organisation they would no longer be able to provide the administration to the PSPC, although they wanted to continue to play an active part in the organisation. Following discussions at the Executive Committee it was agreed that the administration would be shared between the Civil Service Pensioners Alliance, who would pick up the bulk of the work, and NARPO, who would provide some support in monitoring the financial aspects and preparing the accounts for the organisation. This approach was agreed by the NARPO NEC.

This change necessitated some minor changes to the constitution of the

PSPC, which following agreement to the changes by the NARPO NEC, were passed by the PSPC Annual General Meeting in May 2015.

The influence of NARPO at the PSPC has once again been retained as the Chief Executive will fill the new role of Treasurer of the PSPC and the President was elected to the Executive Committee. More details of the PSPC can be found at

www.publicservicepensioners.org. This site is available through a link on the NARPO website at www.narpo.org – click on 'Links' then on 'Associated Sites'.

Clint Elliott, QPM, CEO

AGEUK

Another busy year of contact within AgeUK, Age Sector Group. The group includes Civil Service Pensioners Alliance and the National Federation of Occupational Pensioners with whom we worked on Later Life Ambitions plus other groups with similar aims.

During the year I attended their Annual Conference in Deans Yard, London it was entitled 'For Later Life - transforming services for a better future.' Numerous speakers covering a wide range of subjects impacting on the lives of older people, mental health, social and voluntary care, the NHS and what does an ageing population want? One speaker talked of a service moving to service provision based on condition rather than the person. System based on what can be measured rather than what is important to the patient. Then mention of activities around the Country to improve services. Next they looked at improving personal finance for a longer life in retirement. Steve Webb M.P. Minister of State D.W.P talked of failures in pension provision falling behind from the 1980's and the tempt to use the triple lock to improve things. Talked about workplace pensions and increase in people contributing to a pension.

Much of the day was spent in parallel sessions covering many subjects impacting on older people. Full speeches are available on YouTube.

During the year we met as the Age Sector Group and had advance notice of the areas their election campaign would cover Enough to live on 'Access to quality health and care services' 'Social Care-making sure it meets the needs of the ageing population' 'Energy and Housing- Feeling safe, comfortable and secure at home' 'Work and retirement choices-support for older workers to continue if they wish'.

We have responded to many requests from AgeUK to help with national surveys including one on digital exclusion and I take this opportunity to say thank you to the many who have replied.

I continue regular contact with AgeUK but the last formal event before I wrote this was their election campaign launch in March the speakers in the order they spoke were David Cameron MP, Conservative, Paul Burstow MP Liberal Democrat, Liz Kendall MP Labour, Natalie Bennett Green Party, and Mark Reckless MP UKIP An interesting day and the results are now known.

We will continue our relationship with this group and the other organisations that make up the membership as many of our issues and interests overlap. You can access much of the content of conferences etc on the AGEUK website.

Brian Burdus - NEC



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 continued...

Age Cymru

The Age Cymru office in Cardiff continues to host the bi monthly meetings of Pensioners Forum Wales and also provides the secretariat. Age Cymru also continues to provide financial support to PFW.

I attend these meetings as the NARPO representative for the Wales region, having taken over from Margaret Morgan in March 2014, with Eric Evans as deputy. The Forum is made up of representatives from various pensioners' organisations and retired members' sections of trade union organisations.

The general aim of the Forum is to work together for the benefit of all pensioners in Wales and to add dignity and respect to ageing and to enhance the quality of later life.

These benefits include such basic requirements as provision (and keeping open) of adequate public toilet facilities in the Principality. In the current economic climate this is one facility which local authorities seem to think it is OK to withdraw as a cost saving exercise. Another aim is to endeavour to improve the amount of seating at the busiest railway station in the country - Cardiff Central.

In common with other older people organisations, PFW produced a manifesto for the 2015 general Election, which was distributed to all prospective parliamentary candidates. The Key Issues were very much in line with the manifesto subscribed to by NARPO – Later Life Ambitions.

Pensioners Forum Wales have commenced work on producing their manifesto to be used in the 2016 Welsh Assembly Elections. Wales is fortunate that, like Scotland and Northern Ireland, but unlike England, they have in post an Older Peoples' Commissioner, who continues to champion the cause for the older person in Wales.

Phil Hopkins - NEC Wales Region

The National Pensioner's Convention (NPC)

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 Bi-annual 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.

Prior to the General Election, the NPC produced a manifesto based on the views of older people. The Chief Executive was present at the launch of the NPC manifesto in Parliament on 25th February 2015.

The NPC Pensioner's Parliament was held once again in Blackpool from 16th – 18th June 2015. Members of NARPO National Executive Committee attended the Parliament and the various seminars associated with it.

As part of our commitment to the NPC, the NARPO Financial Controller Sue Ward continues as internal auditor to the funds held by the NPC.

Further information can be found at the NPC website at www.npcuk.org. This site is available through a link on the NARPO website at www.narpo.org – click on 'Links' then on 'Associated Sites'.

Clint Elliott, QPM, CEO

National Police Memorial Day

The eleventh National Police Memorial Day took place in Belfast on Sunday 28th September 2014. The ceremony took place in the Waterfront Hall in the city and was attended by many relatives of those police officers who had lost their lives on 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 twelfth National Police Memorial Day will be held in Edinburgh at the International Conference Centre in the city on Sunday 27th September 2015.

More information about the National Police Memorial Day is available at their website at www.nationalpolicememorialday.org. This site is available through a link on the NARPO website at www.narpo.org – click on 'Links' then on 'Police Charities'.

Clint Elliott



Annual Conference **Brighton** 2014

The Annual Conference of the National Association of Retired Police Officers took place at the Grand Hotel, Brighton on Friday 5th September 2014.

Conference was held in Brighton, a town renowned as a Conference venue in the past, but one which NARPO have not visited recently. The Conference venue offered a good location for the Conference and attendant functions but the space for our Exhibition was somewhat limited and became exceptionally busy during the breaks in Conference procedure. Conference was once again well attended and despite the challenges of the Exhibition area delegates appeared to engage with Conference and enjoy the debates. Staff at the venue was courteous and efficient. Once again, functions were well attended, delegates taking the opportunity to meet old and new friends to discuss developments in NARPO and Conference in general terms.

The National Executive Committee had engaged the Live Group to provide a more professional approach to our Conferences in terms of presentation and technical support. This enabled us to broadcast Conference live on the web and publish the entire Conference proceedings on YouTube following Conference for the benefit of members and other interested parties, who were unable to attend in person.

In his update of the Annual Report, the Chief Executive Officer announced the NEC decision that in future Conferences the non-paying spouses of members would not be allowed to attend Conference as delegates in line with the Rules of the Association. There was a lively debate, some delegates challenged the decision. The CEO indicated that the decision and reasoning behind it would be part of a future circular to branches but the intention of the announcement was to give branches a reasonable period of time to make arrangements for the following Conference, taking into consideration the decision of the NEC.

Sir Hugh Orde presented his views of policing now and in the future, in what was his last year as the President of the Association of Chief Police Officers. His presentation was followed by an enthusiastic question and answer session only cut short by time constraints. Delegates were very appreciative of Sir Hugh's involvement in our Conference and made that plain to him on the day.

Canon David Wilbraham presented a piece on the role of chaplaincy in the service and the value it could have to our Association. In an amusing anecdotal presentation Canon David not only demonstrated the value of his role but displayed a close understanding of policing now and in the past, painting a clear picture of the extent and pace of change forced on serving officers in the recent past and the personal consequences for many in that change period.

The NEC also took the opportunity to highlight the issues featured in our joint manifesto Later Life Ambitions through two panel discussions on related topics. In the morning a panel consisting of Tom Mludzinski, Director of Political Polling at ComRes, Bernard Seymour of Linder Myers Solicitors and the Chief Executive officer,

Clint Elliott, discussed the relevance of the issues included within the manifesto and the voting trends and key issues that were likely to affect the result of the forthcoming General Election.

In the afternoon a panel representing all the parties to the manifesto including Malcolm Booth, National Federation of Occupational Pensioners, Mike Duggan, Civil Service Pensioners Alliance, Michael Burrell a non-executive director at Connect PA and Clint Elliott outlined the timetable for events around the manifesto and how we would involve the membership of all organisations in the manifesto program as the General Election approached.

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 first speech as President of NARPO Ian Potter highlighted the work that NARPO had done nationally to change the image of the Association and to highlight the work NARPO did, particularly to potential future members. He went on to describe why modernisation was necessary in a world, where policing had and was still experiencing significant change. He acknowledge the very significant role that branches had in both recruiting and supporting members but asked that they consider what change might help to improve their situation going forward.

The President went on to outline the work the National Executive were doing in re-writing the Association Rules as part of a forward looking process of change. He re-iterated the point on the position of non-paying spouses of members in respect of Conference 2015, raised earlier in the day by the Chief Executive. He finished by criticising Her Majesty's Chief Inspector of Constabulary for his failure to provide a timely explanation of comments he had made about retired police officers following correspondence from NARPO.

During the day delegates also debated a number of motions on a variety of subjects. The record of the motions to the 2014 Conference, together with the results is as follows:-

Motion 1	NEC
Accidental Death Insurance Cover	Lost
Motion 2	Maidstone
Amendment to NARPO Web Application Form	Remitted
Amendment	Suffolk
	Remitted
Amendment	Dorset
	Remitted
Amendment	Humberside
	Remitted



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'

Secretariat

The membership at the end of June 2015 amounted to 71,667 (70,698} Full Members, 11,198 (11,032) Widow/Widower Members, 551 (561) Life Members, 971 (669) Associate Members, 1,868 (2,533) Affiliate Members, 28 (29) Honorary Members and 288 (303) others making a grand total of 86,571 (85,816) The majority of our membership lives within the United Kingdom but within our numbers we have some 1,836 (1,852) 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. A significant change in the way some Branches of the Retired Police Officers Association Scotland have chosen to deal with affiliation to NARPO has resulted in a significant drop in the number of affiliate members. We are still happy to include affiliate members from all branches of the RPOAS on an individual basis.

We are still seeking to achieve a position where all branches operate member data bases through Super Sleuth. This more modern system, which offers improved administration and better security in safeguarding members' personal details, is now used by all but 2 branches in the Association.

We sent out 33 Circulars to Branches last year. These appear on the opening page of the Super Sleuth for the convenience of branch secretaries. This not only means that the cost of circulation is kept to a minimum but also provides an instant file of the circulars assisting secretaries 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 generally well received by members. 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.

Clint Elliott continues as Chief Executive responsible for the day to day operational effectiveness of the Association and delivering the policies of the organisation. The organisations governance is provided by the National Executive Committee to whom Clint is answerable. Clint continues to offer advice to members and others on the Police Pension Scheme and on NARPO matters more generally.

Steve Edwards, the Deputy Chief Executive, continues to advise members and others on a range of Police Pensions issues daily. He is also responsible for the day to day management of the website, which now contains a high level of up to date advice as well as an expanding range of services and other contact details.

We continue with our use of Twitter and Facebook as an additional means of informing the members and others of developments pertinent to NARPO or members interests.

We continue to offer and process bookings for the two villas made available to our members as holiday accommodation following a kind offer from the Endymion Preservation Society. The accommodation associated with villas Endymion and Scylla situated in Holland and Italy respectively have proved popular with those visiting them. We are grateful to the Society for extending our agreement for a further year. We are currently in the process of discussing a further extension to the agreement.

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 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 11,587 (11,500) 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 1,019 taking advantage of the scheme.

Angela Calvert is Senior Administrator. Amongst her responsibilities, she takes a lead in the practical arrangements for Conference each year and for the regular newsletters circulations on behalf of branches. Last year, we sent out 159,919 (132,616) newsletters on behalf of branches. The majority of these newsletters were printed in house. The total number represented 297 (251) individual newsletters. This increase in the number of individual branch newsletters produced and the actual number of newsletter processed is despite the fact that many branches have increased reliance on local electronic circulation of their newsletter as an alternative for members requesting it be delivered electronically. We are currently considering how we can help to both improve the quality and delivery of newsletters.

Angela also takes a lead in the arrangements for our regular Courses. This includes our Access to Support and 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 these courses.



Secretariat continued...

She continues to provide advice to branches on the membership data base.

Victoria Wharton has been responsible for the day to day operation of the direct debit and BACS process made essential by the introduction of the popular Health and Travel Insurance Schemes since her employment with us in June 2013. Victoria works up to two days a week on the administration of the insurance schemes and a further day per week on general clerical duties. Recently Victoria has chosen to move on and will be leaving NARPO in August 2015. We would wish her every success in her new career.

Sue Marsh and Julia Mullan continue to provide a wide range of administrative support to the organisation. During the year Julia started an extended period of

unpaid leave but intends to return later in the year.

Members of staff have formed good working relationships with colleagues, branch official and members. 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.

All staff members were again actively involved in assisting with the design and delivery of elements of the Branch Officials Courses. We have used feedback from our staff and course participants to improve these popular courses in the past.

During the year we have designed a seminar on Police Pensions, which is open to all branches. The Course will

be delivered by Steve Edwards and solicitors from Slater and Gordon, who are expert in this area of law. The course is in response to the large numbers of enquiries we receive on a daily basis. We hope it will assist branches in recognising members' problems at an early stage and enable us to provide effective advice and support.

Normal office hours at NARPO House are now established to be 8 am to 4 pm Monday – Thursday / 8 am – 3.30 pm Friday each week. We continue to provide an out of hours telephone answering system for the convenience of members.

Clint Elliott, QPM, CEO

Proposed Administrative Changes to Rules

None to note.

NEC Meetings from July 2014 to June 2015

2014

11th July - Leatherhead

Apologies: Nick Hartfree & Phil Hopkins

4th September - Brighton

Apologies: Brian Burdus & Eric Evans

6th September - Brighton

Apologies - Eric Evans

31st October - Droitwich Spa

Apologies: None to Note

2015

31st January - Wakefield

Apologies: John Carrington, Jackie Cole & Nick Hartfree

8th May - Acton Trussell

Apologies: Mike Thornton

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



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Life Membership

Life memberships awarded from 1st July 2014 to 30th June 2015

Branch		Branch	
Birmingham	Mr Albert Creswell	Northumbria	Mr Kenneth Dodds
Bournemouth	Ms Christine L Channell (Deceased)		Mr Percy Mather
Brighton & District	Mr Peter J Burrows		Mr Walter G Carr
Chelmsford	Mr Geoffrey Markham	Nottinghamshire	Mr Robert J Bowring
Exeter & District	Mrs Vivienne Rowe	Plymouth	Mr John Michael Kennedy
Gloucestershire	Mrs Kath Bobs	Sheffield	Mr Brian K Rundle
Gwent	Mr Nigel Pocknell MBE		Mr Donald Denton
Harrogate & Skipton	Mr Terence William Storey		Mr James N Fletcher
Lancaster & Morecambe	Mr Arthur Stanton Bennett	St Helens	Mr Michael Brookfield
Leicestershire	Mr Peter Stevens	Staffordshire	Mr W Gordon Roberts
	Mrs Kay Gibson	Suffolk	Mr Martin Stonecliffe
London	Mr Stuart Sayer	TVP Berkshire	Mr Stephen John Brown
Merseyside	Mrs Kay Green	TVP Oxfordshire	Mr David Richard Marchant
Northumbria	Mr J Alan Tailford		Mr Keith W Jones
	Mr Wilf Laidler	West Mercia	Mr Ian Ramsay
			Mrs Margaret Case

Conclusion

This report covers the period from 1st July 2014 to 30th June 2015 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" so that the membership is kept advised of any action that is being taken.

We believe that NARPO still has much to offer after 96 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.





Financial Statements

31st December 2014

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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 2014.

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

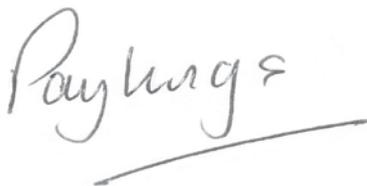
In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2014 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



The National Association of Retired Police Officers

Notes To The Financial Statements For The Year Ended 31st December 2014

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 £8,197 (£ 4,245)

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 31st December 2014

	2014	2013
FIXED ASSETS		
Building (NARPO House)	128,474	128,474
Building Additions:		
Balance at 1st January 2014	9,360	11,954
Additions	0	3,546
	9,360	15,500
Less: Depreciation	6,679	6,140
	2,681	9,360
Office Furniture and Equipment:		
Balance at 1st January 2014	23,410	8,818
Additions	0	24,231
	23,410	33,049
Less: Depreciation	9,912	9,639
	13,498	23,410
COAT OF ARMS	7,200	7,200
CEREMONIAL CHAINS OF OFFICE	5,877	5,877
INVESTMENTS AT COST		
Property – Hawkridge House	287,176	250,000
Aviva Distribution Fund	24,255	24,255
Tilney BestInvest	683,124	648,220
	994,555	922,475
CURRENT ASSETS		
Stocks for Resale	1,664	1,908
Sundry Debtors and Prepayments	65,422	78,380
Bank Accounts:		
Unity Accounts	306,122	340,200
NARPO Contact	29,066	14,778
Fixed Term Deposit Accounts	900,000	700,000
Cash in Hand	64	21
	£ 1,302,338	£ 1,135,287
CURRENT LIABILITIES		
Sundry Creditors and Accruals	52,676	30,834
Value Added Tax	1,177	7,409
Corporation Tax	7,978	3,956
	£ 61,831	£ 42,199
NET CURRENT ASSETS	1,240,507	1,093,088
	£ 2,392,792	£ 2,189,884
ACCUMULATED FUND		
Balance at 1st January 2014	2,189,884	1,703,646
Surplus for the year	202,908	486,238
	£ 2,392,792	£ 2,189,884



The National Association of Retired Police Officers

Income And Expenditure For The Year Ended 2014

	2014		2013	
	£	£	£	£
Income				
Precept (40%)		529,195		502,122
Affiliates Subscription		15,886		14,913
HawkrIDGE House Rent Income		10,654		284,171
Sale of Supplies	1,470		3,527	
Less: Cost of Sales	-1,283	187	-2,741	786
Sale of Diaries		9,786		9,408
Commissions/Royalties		97,607		91,203
Advertising		128,421		134,101
Taxed Dividends (Gross)	19,660		11,288	
Aviva Interest	1,094		1,122	
Bank & Close Bros Interest	19,548	40,302	20,102	32,512
THIG Schemes		106,796		83,475
Square 7		0		22,412
Tilney Bestinvest (Sale of Investments)		20,000		4,772
NARPO Contact		5,000		5,000
		963,834		1,184,875
Expenditure				
NARPO News Printing		83,556		87,108
NARPO News/Newsletter Distribution		136,491		144,617
National Advertising Campaign		4,906		5,734
Printing and Stationery		-424		1,512
Postage and Telephone		10,323		8,273
Office Expense		20,020		21,764
Access to Support Course		10,144		10,043
Branch Officers Training		14,477		17,031
Staff Training		180		228
General & Water Rates		8,383		8,208
Insurance		5,760		5,288
Salary Costs (Gross)	198,770		192,446	
N.I. Contributions	16,767		18,271	
Pension Contributions	15,505	231,042	15,602	226,319
Computer Expenses		9,501		8,987
NEC Expenditure/Regional Meetings		58,019		57,351
Federation Conference		6,538		6,791
Conference Expenses (net of income)		57,402		35,075
Audit		6,000		4,500
Parliamentary		6,295		6,295
Professional Expenses		26,962		22,454
Corporation Tax		8,197		4,245
Rules Revision		33,366		0
Depreciation		16,591		15,779
Repairs to Property		6,151		378
Foreign Bank Fee		162		177
Bad Debt		-16		-20
Donation		900		500
		760,926		698,637
Excess of income over expenditure		202,908		486,238

2014 Minimum Subscription was £19.56

2015 Minimum subscription increased to £19.80 (Branch £11.88/Precept (40%) £7.92)



The National Association of Retired Police Officers

Variance Against Published Budgets 2014

	Actual 2014	Published Budget	Variance
Income			
Precept	529,195	524,000 (net of vat)	5,195
Affiliates Subs	15,886	16,000	-114
Hawkridge House Rent Income	10,654	0	10,654
Net Sales	187	1,000	-813
Sale of Diaries	9,786	3,500	6,286
Commissions/Royalties	97,607	83,000	14,607
Advertising	128,421	100,000	28,421
Tilney Bestinvest Dividends(Gross)	19,660	6,000	13,660
Aviva Interest	1,094	1,500	-406
Bank/Close Bros Interest (Gross)	19,548	16,000	3,548
THIG Schemes	106,796	80,000 (net of vat)	26,796
Square 7	0	15,000	-15,000
Realisation Tilney Bestinvest shares	20,000	0	20,000
NARPO Contact	5,000	5,000	0
	963,834	851,000	112,834
Expenditure			
NARPO News Printing	83,556	98,000	14,444
NARPO News & Newsletter Dist	136,491	150,000	13,509
National Advertising Campaign	4,906	12,500	7,594
Printing and Stationery	-424	5,000	5,424
Postage and Telephone	10,323	11,500	1,177
General Office	20,020	25,000	4,980
Access to Support Course	10,144	14,000	3,856
Branch Officers Training Course	14,477	23,000	8,523
Staff Training	180	0	-180
General & Water Rates	8,383	8,800	417
Insurance	5,760	6,500	740
Gross Salary Costs	198,770	202,000	3,230
NI Contributions	16,767	19,000	2,233
Pensions	15,505	17,000	1,495
Computer Expenses	9,501	11,000	1,499
NEC Expenditure/Regional Meetings	58,019	51,500	-6,519
Federation Conference	6,538	9,500	2,962
NARPO Conference (net of income)	57,402	60,000	2,598
Audit	6,000	4,500	-1,500
Parliamentary	6,295	6,500	205
Professional Expenses	26,962	10,000	-16,962
Corporation Tax	8,197	7,000	-1,197
Rules Revision	33,366	0	-33,366
Depreciation	16,591	14,000	-2,591
Building Maint	6,151	2,000	-4,151
Foreign Transfer Fees	162	100	-62
Bad Debt repaid	-16	0	16
Donation	900	0	-900
	760,926	768,400	7,474
Excess of Income over expenditure	202,908	82,600	120,308



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 2016

Income	Budget 2014	Actual 2014	Budgets Published 2015	Proposed 2016
Precept	524,000	529,195	552,500	565,000
Affiliates Subscriptions	16,000	15,886	13,500	14,000
Rental Income Hawkridge House	0	10,654	0	14,500
Net Sales	1,000	187	750	750
Sale of Diaries	3,500	9,786	10,000	10,000
Commissions/Royalties	83,000	97,607	87,500	97,500
Advertising	100,000	128,421	120,000	120,000
Gross Dividends (Tilney Bestinvest)	6,000	19,660	13,500	15,000
Aviva Interest (Shares)	1,500	1,094	1,200	1,200
Bank & Close Bros Interest	16,000	19,548	17,300	16,000
THIG Scheme (Net of Vat)	80,000	106,796	80,000	100,000
Square 7 Advertising	15,000	0	22,000	0
Tilney Bestinvest (Realisations)	0	20,000	0	0
NARPO Contact	5,000	5,000	5,000	5,000
	851,000	963,834	923,250	958,950
Expenditure				
NARPO News Printing	98,000	83,556	98,000	60,000
NARPO News & Newsletter Distribution	150,000	136,491	155,000	150,000
National Advertising Campaign	12,500	4,906	12,500	12,500
Printing and Stationery	5,000	-424	4,000	3,000
Postage and Telephone	11,500	10,323	11,500	11,500
General Office	25,000	20,020	25,000	25,000
Access to Support Course	14,000	10,144	14,000	14,000
NARPO Officers Training Seminars	23,000	14,477	23,000	15,000
Staff Training	0	180	0	500
General & Water Rates	8,800	8,383	8,800	8,800
Insurance	6,500	5,760	6,500	6,500
Gross Salary Costs	202,000	198,770	205,700	208,800
NI Contributions	19,000	16,767	19,000	19,500
Pensions	17,000	15,505	17,000	16,100
Computer/Website Expenses	11,000	9,501	12,000	12,000
NEC Meetings/Regional Meetings	51,500	58,019	63,000	64,000
Federation Conf	9,500	6,538	9,500	9,500
Conference (Net of income)	60,000	57,402	60,000	72,000
Audit	4,500	6,000	4,500	6,000
Parliamentary	6,500	6,295	6,500	6,500
Professional Expenses	10,000	26,962	10,000	10,000
Corporation Tax	7,000	8,197	7,000	9,000
Rules Revision	0	33,366	0	0
Depreciation	14,000	16,591	15,000	12,500
Building Maint	2,000	6,151	2,000	2,000
Credit Card/Foreign Transfer Fee	100	162	200	200
Bad Debts repaid	0	-16	0	0
Donation	0	900	0	0
Total Expenditure	768,400	760,926	789,700	754,900
	82,600 Surplus	202,908 Surplus	133,550 Surplus	204,050 Surplus

NB the 2016 income proposal is lower than the 2014 actuals as not all income is guaranteed.
The 2016 expense proposal is lower than the 2014 actuals mainly because of the known reduced costs.





Annual Conference 2015 Agenda

Friday the 4th September 2015

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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 3rd September 2015

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

Friday the 4th September 2015

The NARPO stall for the sale of NARPO goods will be open 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 10.45am.

It should be noted that on Friday the 4th 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 Floral Hall Conference Centre, Southport.

Doors open 7pm – supper from 7.30pm.

Future Conference

9th September 2016 – Riviera Centre, Torquay.

NATIONAL EXECUTIVE COMMITTEE REPORT TO CONFERENCE.

Following decisions reached at a meeting held on Friday 3rd July 2015 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 "Where Next – Welfare?"

Scrutineers

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 and Miss Lynne Haydon, 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 man the doors.



Conference Motions in Brief

Motion 1:	New Rules of the Association	NEC (See separate booklet)
Motion 2:	Amend Annex 1 2(b)	Humberside Branch
Motion 3:	Withdrawal of Branch Circular 33/14	Humberside Branch
Motion 4:	Membership Age 90	Suffolk Branch
Motion 5:	Publication of NEC Minutes	Birmingham Branch
Motion 6:	Convalescent Provision	Birmingham Branch

Timetable

It is recommended that:

- There will be a Question Time with a subject of "Where Next – Welfare?" 11.00 – 12.30
- The President will address conference at 1.55pm

Current NEC Members

		Office Expires			Office Expires
North West	Sandie Wilde MA	2015	South East	Ian Potter	2015
	Kate Rowley QPM	2016		Ahmed Ramiz	2016
North East	Richard Critchley	2015	South West	Pat Gates BEM, BSc	2015
	Mike Thornton	2016		Lynne Haydon	2016
Midlands	Mark Judson	2015	Wales	Eric Evans MVO,QPM	2015
	John Carrington	2016		Phil Hopkins	2016
Eastern	Lawrence Wright	2015	London	Nick Hartfree	2015
	Brian Burdus	2016		Jackie Cole	2016

Current Reserves to the NEC

North West	John Dickinson	2015	South East	Keith Bowman	2015
	Andrew Edwards	2016		Dickie Bird	2016
North East	Anne Newstead	2015	South West	Brian Reed	2015
	Bob Watson	2016		Norman Robertson	2016
Midlands	Steve Groves	2015	Wales	Derrick Parry	2015
	Paul Parker	2016		David Wood	2016
Eastern	Frank Gregory	2015	London	Nick Burrows	2015
	Bob Mabbutt	2016		Tim Potts	2016

Current Misconduct Members

North West	Frank Woolley	2015	South East	David Marchant	2015
North East	Joseph Broadley	2015	South West	David Long	2015
Midlands	David Jones	2015	Wales	Alan Greaves	2015
Eastern	Eric Bussey	2015	London	Ron Friend	2015



Elected Members

Elected Members of the NEC Post Conference 2015 to Conference 2017 Inclusive

Region		Office Expires		
No 1	North West	Kate Rowley QPM	Cumberland	2016
		Sandie Wilde MA	Manchester	2017
No 2	North East	Mike Thornton	Humberside	2016
		Richard Critchley	Wakefield	2017
No 3	Midlands	John Carrington	Wolverhampton	2016
		Mark Judson	Staffordshire	2017
No 4	Eastern	Brian Burdus	Nottinghamshire	2016
		Lawrence Wright	Cambridgeshire	2017
No 5	South East	Ahmed Ramiz	North Sussex	2016
		Ian Potter	TVP Berkshire	2017
No 6	South West	Lynne Haydon	Exeter	2016
		Pat Gates BEM, BSc	Bristol & Avon	2017
No 7	Wales	Phil Hopkins	Dyfed Powys	2016
		Eric Evans MVO, QPM	Gwynedd	2017
No 8	London	Jackie Cole	London	2016
		Nick Hartfree	London	2017

Elected Reserves to the NEC Post Conference 2015 to Conference 2017 Inclusive

Region		Office Expires		
No 1	North West	Andrew Edwards	Preston & District	2016
		Frank Woolley	Wigan & Leigh	2017
No 2	North East	Bob Watson	Northumbria	2016
		Graham Cassidy	Doncaster	2017
No 3	Midlands	Paul Parker	Warwickshire	2016
		Steve Groves	Walsall	2017
No 4	Eastern	Bob Mabbutt	Northamptonshire	2016
		Frank Gregory	Derbyshire	2017
No 5	South East	Dickie Bird	Colchester & NE Essex	2016
		Keith Bowman	Eastbourne	2017
No 6	South West	Norman Robertson	Dorset	2016
		Brian Reed	Wiltshire	2017
No 7	Wales	David Wood	Glamorgan	2016
		Glyn Lewis	Flintshire	2017
No 8	London	Tim Potts	London	2016
		Nick Burrows	London	2017

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	Dave Jones	Wolverhampton	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 4th September 2015

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 obtained

9.30 Opening of Conference by: The Worshipful the Mayor of Sefton
Cllr Stephen Kermode

Loyal Greetings

Departed Colleagues

Welcome Guests and introduction of NEC members

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

To note: The Liaison Officer from the NEC – Miss Lynne Haydon

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 Clint Elliott, QPM

10.15 Income and Expenditure 2014

Balance Sheet 2014

Budgets 2016

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

10.25 Guest Speaker - Sara Thornton CBE, QPM – Head of the National Police Chiefs Council

10.45 Tea/Coffee Break



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'

Friday the 4th September 2015

Agenda and Timetable

11.00 **Debate** - "Where Next - Welfare ?" - A panel discussion

Mr Andy Rhodes - Deputy Chief Constable of Lancashire and National Lead for Well-being and Engagement in Policing

Simone Sera - Head of Welfare, Racing Welfare

And other invited speakers

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 2016

1.55 **Presidential Address** - Mr Ian Potter

2.15 **Motion No 1:** Rules of the Association NEC

- Part 1** Definitions, Object and Powers
- Part 2** Membership
- Part 3** Subscriptions and Funding
- Part 4** Branches
- Part 5** Regions
- Part 6** National Executive Committee
- Part 7** Annual Conference and Extraordinary Conferences
- Part 8** Misconduct
- Part 9** General

Amendments to Motion 1 received from the following Branches

Birmingham, Blackpool, Colchester, Cumberland, Humberside, Merseyside, Norfolk and Suffolk.

3.55 **Motion No 2:** Amend Annex 1 2(b) Humberside Branch

4.05 **Motion No 3:** Withdrawal of Branch Circular 33/14 Humberside Branch

4.15 **Motion No 4 :** Membership at age 90 Suffolk Branch

4.25 **Motion No 5:** Publication of NEC Minutes Birmingham Branch

4.35 **Motion No 6:** Convalescent Provision Birmingham Branch

4.45 **Goodbyes to Branch officials for the past year** - to note

NEC Farewells: None to note

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

Any other urgent and non-controversial business

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

To note that 2016 Conference will be held at the Torquay Riviera Conference Centre on the 9th September.



Motion No 2

Amendment to the Annex 1 2(b)

Humberside Branch

This Conference instructs the National Executive of NARPO to amend the current wording of Annex 1 2(b) in relation to those persons permitted to attend Conference as Delegates by replacing any words post "For the purpose of this regulation membership includes with the words by "those defined within Rule 4 (i) of the Association rules"
Annex 1 2(b) should therefore read:-

- (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 those defined in the provisions of Rule 4 (i) of the Association Rules.

Explanatory Note

Accepting that this motion may fall should the new rules be accepted, it is submitted should the new rules not be agreed therefore leaving the "status quo" left by Branch Circular 33/14.

This motion appertains to the decision by the National Executive at Conference 2014 to "interpret" differently the wording of Annex 1, 2(b) suggesting it dictates those permitted to attend Conference as delegates and therefore prevents the spouse/partner of a former Police Officer from attending future Conferences as Delegates.

The Humberside Branch believes the decision made by the National Executive indirectly discriminates against female spouses.

The history is that following the rule changes of 2004 and even preceding that, spouse/partners of former officers have been allowed/entitled to attend Conference as delegates. Following the rule change in 2004 the NEC were notified that spouses had been left out of the wording of Annex 1 2(b) and chose to do nothing about it by either changing the rule or preventing spouse/partners being delegates at that time. It is submitted that the exclusion of spouse/partners was a typing error made at the time of production of the rule book. This may be argued however the National Executive chose to do nothing to uphold the rules as written despite being informed. This has led to a legitimate expectation over the subsequent years by spouse/partners that they were allowed to be Delegates at the NARPO Annual Conference confirmed by numerous pieces of documentation from the Chief Executive indicating that spouse/partners were permitted to attend as delegates.

Following the decision by the National Executive in 2014 detailed in Branch Circular 33/14 it is now submitted that they have applied a policy, practice or criterion (PPC) that indirectly discriminates against the female spouse/partners of former Police Officers in that the decision affects predominantly females (who form the majority of spouses attending Conference) as delegates. The Policy previously accepted by the National Executive over a number of years has left spouses with a legitimate expectation that they were part of Conference and accepted as Delegates under the rules. Any objective justification of the National Executive to only want ex Police Officers as delegates to Conference falls in the fact that this should have been dealt with/applied at the last rule change in 2004 but for an undisclosed reason they have decided it only applies as of 2015.

The National Executive suggests that the decision is nothing more than a different interpretation of the rules. The Humberside branch would suggest that it is more than this and in fact is a revision of the rules and as such for an Organisation that wants to be seen to be modern and fair the matter should have been debated properly within Conference rules.

Whilst accepting that this has not been strictly a written change of the rules, it is a revision to the accepted policy/practice that is more than minor and whilst not only now a PPC that is discriminatory it also has a considerable affect on Branches who take spouse/partners as delegates financially.

The Humberside Branch believes that this matter should have been and should now be debated properly at Conference under Rule 28 and not simply dictated by the National Executive.

It is submitted that by changing the wording to read as per the motion the change can be discussed correctly and a democratic decision made by delegates at Conference and keep NARPO within the Equality Regulations, a democratic decision that would be accepted by all.



Notes

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Motion No 3

Withdrawal of Branch Circular 33/14

Humberside Branch

This Conference instructs the National Executive of NARPO to withdraw Branch Circular 33/14 titled Conference 2015 - Delegates.

Explanatory Note

Accepting that this motion may fall should the new rules be accepted, it is submitted should the new rules not be agreed and thus leaving the "status quo" left post Branch Circular 33/14.

This motion appertains to the decision by the National Executive at Conference 2014 to "interpret" differently the wording within NARPO rules preventing the spouse/partner of a former Police Officer from attending future Conferences as Delegates without debate.

The Humberside Branch believes the decision made by the National Executive indirectly discriminates against female spouses of ex Police Officers.

The history is that following the rule changes of 2004 and even preceding that (believed to be around 1967), spouse/partners of former officers have been allowed/entitled to attend Conference as delegates. Following the rule change in 2004 the NEC were notified that spouses had been left out of the wording of Annex 1 2(b) and chose to do nothing about it by either amending the rule or preventing spouse/partners being delegates. It is submitted that the exclusion of spouse/partners was a typing error. This maybe argued however the National Executive still did nothing to uphold the rule as stated despite being notified. This has led to a legitimate expectation over the subsequent years by spouse/partners that they were allowed to be Delegates at the NARPO Annual Conference confirmed by numerous pieces of documentation over the years and from the Chief Executives of the time confirming that spouse/partners could be included.

The National Executive relies on the rules of Conference in particular Annex 1 Paragraph 2 to define who can be a delegate to Conference 2015. This rule states:-

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.

This rule does not as suggested in circular 33/14 dictate who can be Delegates to conference (by omitting any reference to non paying spouses) but simply defines the types of "members" to be used to calculate the number of Delegates allowed by each Branch. We can find nothing in the current rules that dictates who can be a "delegate" only the types of members that cannot be.

Humberside Branch believes that Branch Circular 33/14 has lead to applying a policy, practice or criterion (PPC) that indirectly discriminates against the female spouse/partners of former Police Officers in that the decision affects predominantly females (who form the majority of spouses attending Conference) as delegates. The Policy previously accepted by the National Executive over a number of years has left those spouses with a legitimate expectation that they were part of Conference and accepted as Delegates under the rules. Any objective justification of the National Executive to only want ex Police Officers as delegates to Conference falls in the fact that this could have and should have been dealt with/applied at the last rule change in 2004 but for an undisclosed reason they have only decided to apply it as of Conference 2015.

The National Executive suggests that the decision is nothing more than a different interpretation of the rules. The Humberside branch would suggest that it is more than this and as an Organisation that wants to be seen to be modern and fair the matter should have been debated properly within Conference guidelines and dealt with as a change of rule governed by Rule 27 and 28 of the current NARPO Rules Post Conference 2013.

Whilst accepting that this has not been strictly a change of the rules, 33/14 is a change to the accepted policy/practice that is more than minor and whilst not only now possibly a PPC that is discriminatory it also has a considerable affect on branches who take spouse/partners as delegates financially.



Notes

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Motion No 4

Membership at age 90

Suffolk Branch

This Conference instructs the National Executive Committee to adopt the policy and amend the rules accordingly that members aged 90 years are not required to pay the minimum subscription for the year in which they reach their 90th birthday and subsequent years but retain the full benefits of membership. Furthermore, no precept payment is levied in respect of such members.

Explanatory Note

This motion seeks to recognise the loyalty of NARPO members who have attained 90 years of age, the vast majority of whom have been paying a subscription for well in excess of 30 years. For some, any savings in their financial burden will be a welcome relief.

The motion seeks to reward eligible members who will have contributed more to NARPO funds than any other members with free membership for their remaining years. The policy has already been adopted by the Suffolk Branch where less than 2% of members are aged 90 years and over, a situation which is, no doubt, replicated Countrywide.

This would have an effect on NARPO income in that an estimated 2% would receive free subscription - this loss of revenue would deprive Branches of 60% of that amount and the NEC of 40% of that amount. Whilst any loss might be regarded as unwanted, at last year's Conference (during the debate on a defeated motion) we were made aware of the substantial reserves held by the NEC and the potential to use some of the funds to underpin an insurance scheme. We believe this to be an opportunity to provide real benefit to members in a manner that is consistent with NARPO's welfare commitment. This proposal would represent a much smaller reduction in income for the NEC than the costs associated with last year's defeated motion.

Given that there are approximately 75,000 members and the annual subscription is approximately £20 at present, the NEC would forgo approximately £12,000 a year, based on 2 % of the membership being over 90 years of age. Similarly, branches with 300 members would forgo £72 each year; those with 1000 members would forgo £240 a year and those with 5,000 members would forgo £1,200 a year, and so on. Not a great price to pay to reward our most loyal members.

A perceived administrative issue may be that NARPO HQ and not every Branch will know which members have attained 90 years of age. Bearing in mind the small numbers involved and the welfare aspect of knowing that we are looking after members who may be in need, we consider that Branches should and would be willing to make the effort to identify those who would be eligible and notify NARPO HQ accordingly.



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Motion No 5

Publication of NEC Minutes

Birmingham Branch

This Conference agrees that the minutes of NEC meetings - excepting those parts discussing individuals or business sensitive issues - are published on Super Sleuth to ensure an adequate level of transparency in the actions of the NEC.

Explanatory Note

Openness is fundamental to the health of an organisation such as NARPO. Our National Executive Committee spends money collected from members, and makes decisions that significantly alter the way our organisation is run. The minutes of NEC meetings are not currently published, and whilst NEC representatives undoubtedly do their best to relay much of what takes place within the NEC, that is no substitute for published minutes which would provide an accurate and consistent record of NEC discussion and decisions. Whilst nationally, some branch officers hold an opposite view – that they do not want or need further documentation – greater access to information helps make the NEC accountable for its actions, engenders trust, and allows branch and conference discussions to be better informed and more productive.



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Motion No 6

Convalescence Provision

Birmingham Branch

This Conference asks that our National Executive Officers research the feasibility of introducing a national scheme or schemes of convalescence for Conference to consider for adoption.

Explanatory Note

As NARPO members live longer and longer, and public funding for social care fails to match demand, our organisation faces an ever increasing requirement for welfare support. Welfare is one of the two primary objectives for which the Association was founded, and evidence of the need for increased convalescence provision is well documented. Although individual branches have secured access to particular treatment and rehabilitation facilities, the opportunity for a co-ordinated, national approach has not been grasped. Additional convalescence provision is needed and our Association should be taking steps to make it happen.



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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

The consolidation of Roland Smith with Police Mutual is now complete and the change has as promised seen no change in the service offered. NARPO members still get the same great service, same great products; same value for money and probably most importantly the same outstanding customer service.

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 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

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

Police Mutual Insurance products and vehicle recovery scheme continue to offer our members excellent value an 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 11,000.

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 introduced some new member benefits including: **Travel with NARPO**. This is a joint venture between NARPO and a fast growing and dynamic travel agency called Not Just Travel. As a member of NARPO you will have access to literally millions of holidays worldwide and Travel with NARPO is designed so that everyone benefits. The members benefit from incredibly competitive prices for all types of holidays and NARPO benefits by receiving a small fee for each member booking.

Fred Olsen Cruises. This offer is available to all NARPO members.

What's more we're extending it to your friends & family travelling on the same booking!

The offer is a fantastic 10% discount off the Fred Olsen Cruise price and this is in addition to any offers that Fred Olsen is 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.

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.

Last year we introduced a new Member Service the **Hotpoint Privilege** Purchase Club which offers members discounts of up to 30% on the Hotpoint and Indesit range. This 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.

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%.

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.

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



Member Services continued...

range of issues including: care home claims, motorcycle accidents and professional negligence.

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 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 our 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.

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 – 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
Deputy CEO



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