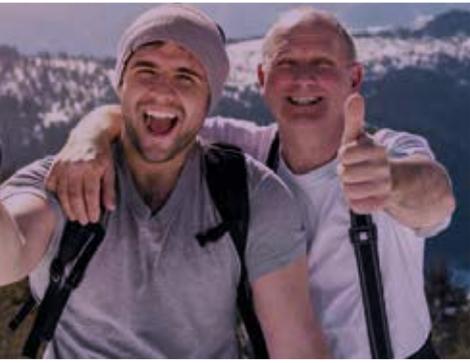


Annual Report & Finance 2017 Agenda 2018



Annual Conference Torquay 2018



A photograph showing two people in business attire sitting at a table, each holding and looking at a tablet device. The image is partially obscured by a light blue vertical bar on the left side.

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Review of the Year

It is my honour and privilege to present this review of the year, covering the period from 1st July 2017 to 30th June 2018. The past 12 months have been extremely busy as we continue to provide support to our 89,000 members, ensuring they have access to a range of quality member services such as up-to-date advice and special offers. There has been a lot of activity during the last year.

Broadening our membership

I am pleased to report that at last year's Conference a new set of Rules were accepted and approved by delegates. I firmly believe these new Rules are a real step in the right direction for the Association and will, I hope, encourage Branches to recruit members from underrepresented groups, such as former Women Police Officers, many of whom were effectively forced out of the service once they became pregnant. The new rules will allow them to take a full and active part in Branch business by becoming Full Members of the Association.

We need not wait until those who have left the service early for whatever reason start drawing their Police Pension to recruit them as members, we can do that now. These new Rules also future proof continued recruitment to the Association, particularly when you bear in mind the new Police Pension Scheme, which now means that officers will have to work 35 years before retiring on a full pension, and consequently, as a result of the pension being much more 'portable', it will inevitably mean that more and more officers will be leaving the service to pursue other employment. Clear evidence already exists that shows the average age of recruits is increasing and the number of those leaving the service early is also increasing significantly. If we do not address some of these issues by recruiting members from these groups, then over time our membership numbers will start flattening out and then start declining as the pool of potential members reduces.

On an interesting note there are over 150,000 Police Pensions in payment in England and Wales and our membership is around 89,500. We clearly have some considerable scope for increasing our numbers from existing police pensioners.

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

NARPO Centenary

Reaching our centenary year is a significant milestone in our history and a lot of work has been going on in the background to organise both events and memorabilia in relation to our Centenary in 2019.

NARPO was formed in London on the 25th July 1919 a few weeks before the Police Federation.

It is with great pleasure that I can announce that Her Royal Highness, The Princess Royal has agreed to be our Patron during our Centenary year and we will be requesting her presence at some of our planned events for the Centenary. Let's hope she is able to accept one or more.

Celebration events being organised include a Centenary Dinner at The Tower of London on Thursday 13th June 2019, which is being heavily subsidised by the NEC, and a Parliamentary reception in The Houses of Parliament on 17th July 2019. I am sure many Branches will be holding their own Centenary celebrations and I wish you every success in whatever you are planning locally. To assist with Branch Centenary events, the NEC have agreed to give each Branch a donation equal to 10% of the precept payable by that Branch as a one-off, for the Centenary year only.

A special anniversary logo has also been created which, throughout 2019, will replace the existing NARPO logo on our website and other communications.

The NEC have also agreed to produce a History of NARPO booklet, which has been compiled by a professional researcher/author and which will be provided free to all members via circulation with NARPO News. This booklet provides a fascinating insight into the key moments that have helped to shape NARPO.

Whilst the Centenary initiatives have a significant financial implication on the organisation, we continue to maintain a very healthy financial position and expenditure of this kind, whilst expensive, is affordable and an exceptional circumstance.

Review of the Year

A more modern NARPO

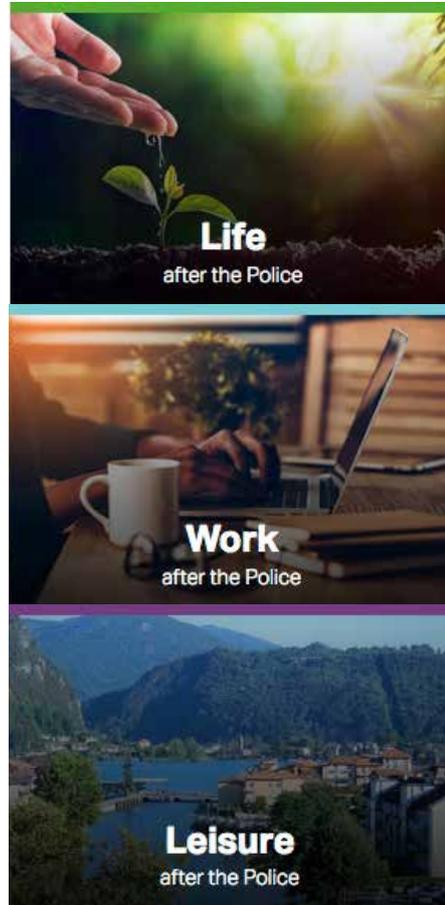
Hopefully you will have noticed that during the year we have 'rebranded' our corporate image to reflect the more modern approach required to attract new members and maintain a service that is both attractive and useful for existing members.

Many of our members enjoy an active life after leaving the Police and it is important that this is reflected in the NARPO brand and messaging. Our approach is centred on Life, Work and Leisure after the Police and this will be echoed on our website as well as across all communication materials moving forward.

One of our major successes over the last year was the launch of our new, fresher looking website at www.narpo.org. I am sure you would agree that this is a major improvement on our old website and portrays a much more modern and younger image, whilst still containing excellent advice, information and reference material. The new look website has been very well received and we have received some positive feedback from our members.

Social media is an extremely effective and quick way of communicating with members and gives us the ability to highlight matters of particular interest to our members and this continues to prove a successful means of communicating. We continue to build our following across both Twitter and Facebook and levels of engagement are also positive.

We will continue to develop and improve our social media accounts throughout the coming year.



An effective member database

Our own member database 'Super Sleuth' has been, and is still being, updated to include much more functionality for branches to use and whilst we accept that on occasions there have been some 'teething problems' in the main the database has been extremely well received by Branch officials and now gives them many more useful functions, including a bulk email facility. We are constantly reviewing the database and looking to improve its functionality wherever possible for the benefit of users.

We still however need branches assistance to ensure that the database is as up to date as possible and that the information contained within it is as accurate and includes as much information as possible. The staff at NARPO HQ regularly update member details as and when members contact the office with any queries. It is important that branches do the same wherever possible, thus ensuring that the database is as accurate, current and relevant as possible.

Review of the Year

Campaigning on behalf of our members

Later Life Ambitions

Under the banner of Later Life Ambitions (LLA), we continue to work with our colleagues in the Civil Service Pensioners' Alliance (CSPA) and the National Federation of Occupational Pensioners (NFOP) to highlight to Parliamentarians the main issues continuing to affect older people.

The campaign has its own website at: www.connectpa.co.uk/after-life-ambitions/ a twitter feed at: @laterlives and a Facebook page at: www.facebook.com/LaterLifeAmbitions. I would encourage you all to have a look and see how you can assist LLA in bringing matters of importance to the attention of government.

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

Throughout the year LLA carried out several surveys which provided real evidence to present to government ministers, MPs and parliamentarians and formed part of our submissions to various government committees including; The Health and Social Care and the Housing, Communities and Local Government Committees into the long-term funding of adult social care. During the inquiry process, Later Life Ambitions met with key members of the Committee to advocate for the right approach to the funding social care for LLA members.

LLA also provided a response to the Intergenerational Commission's report: A New Generational Contract and will continue to provide further responses as the report is considered further.

LLA were particularly disappointed that the publication of the Green Paper on older people's social care will be delayed until the Autumn. However, it would seem sensible to plan for care services, especially around sustainable government funding. The Green Paper, which will set out ideas for the long-awaited reform of care and support for older people in England, was scheduled to be published this Summer.

Later Life Ambitions has been a vocal supporter of a renewed approach to funding social care, which will help resolve the considerable issues facing the sector today.

We asked our members to write to their local MP, ahead of the publication of the Green Paper in order to generate support for the recommendations that our members hope to see.

These are:

- Clear action to reduce the complexities of the care system.
- Introduce a cap of £35,000 on personal contributions to care, at which point the state will cover ongoing care costs.
- Establish a cross-party working group to take the politics out of social care and agree a consistent way forward.
- Create a dedicated ring-fenced tax to fund social care services.
- Health and social care services should work more closely to relieve the financial burden on the NHS and ensure that patients receive the most appropriate care.

The Communities and Local Government Committee also published its inquiry into Housing for Older People and we are delighted that LLA's evidence featured strongly throughout the report. LLA was mentioned 5 times in the body of the report, and a further 8 times in the references. Our suggestion that all new homes are built to accessible standards was also taken forward by the Committee in their key recommendations.

The Committee's recommendations include:

- Building all new homes to accessible and adaptable standards so that they are 'age proofed' and can meet the current and future needs of older people.
- Ensuring that national and local planning policy encourages the building of more of all types of housing for older people – extra care, retirement, sheltered and accessible housing across the social and private sectors, with older people involved in the design process.
- Additional funding for Home Improvement Agencies operating services including a handyperson service for older people.
- A range of measures to help older people overcome the barriers to moving home including an accreditation for companies which provide tailored services for older people moving home and better customer service and guidance from lenders when applying for a mortgage.
- The social care green paper should consider the range of housing for older people, and the potential for extra care housing to play a greater role in providing social care.

Review of the Year

Police Pensions

We continue to provide advice and assistance on a whole range of Police Pension matters and again the most frequently requested advice is requested in relation to Police Injury Awards.

Last year we reported a change in the legislation which made ESA deductible from 10th February 2016. This caused us much concern and, together with the assistance of the Police Federation who lodged a Judicial Review against the Home Office, I am pleased to say that the legislation has now been changed again to exclude ESA as a relevant benefit, if there has been a break in payment since retirement.

We continue to receive regular calls from members about all aspects of injury award reviews and more Forces have now started to adopt new procedures to review those in receipt of this award. We continue to advise individual members on all aspects of injury awards as and when we receive enquiries via telephone and email. The NARPO website at www.narpo.org is regularly updated on recent developments.

During the year a further issue arose that could affect those members who were serving officer in 1972 or 1990.

Those serving were given the opportunity to uprate their widow[er]s pension.

An issue arose in relation to the inadequate retention of important pension records around the election made by Officers in 1972, when an option was given to uprate their widows pension entitlement from a third to a half.

The issue initially arose where a NARPO member died and told his wife before he died to make sure she received the half-rate pension as he had decided to uprate. The Pension Authority could find no records relating to the officer's pension in 1972 and as a result made the decision that they would only pay the widows pension at the rate of a third for service pre 1972. The officer in question had transferred from another Force and it would appear that his pension record was not transferred over with him. The widow was adamant, but nevertheless the Pension Authority refused to uprate the pension despite their being no record whatsoever covering his previous service.

Owing to the widow's persistence and, with assistance from our local NARPO Branch, the widow managed to find her late husband's records in a separate location. That file contained a form signed by her husband in 1973 showing that he had elected to increase the widows pension entitlement through reduction in his own pension.



In correspondence with the Force concerned they have confirmed that in the absence of any records being found from 1972 they would automatically pay the widows pension at the rate of a third. The same response has been received from the Home Office who explain: *"Police forces are not permitted to pay a higher rate pension in the absence of evidence that an election was made. Paying a higher rate pension with no evidence of entitlement would not only be contrary to the regulations but risks a misuse of public finances."*

"Police forces will need to carefully consider the circumstances of any individual case and the information available to them when deciding if an election was made. In the absence of evidence that satisfies the police force of an election a lower rate pension must be paid."

This record keeping issue could also affect those female officers serving in 1990, when an opportunity was given for them to 'buy back' previous service so that it attracted a half rate widower's pension. This should be recorded on their pension records. Make sure your loved one receives the pension to which they are entitled.

During the year, we continued to support and promote the Widows Pension for Life campaign and have held several meetings with MPs and parliamentarians to try and obtain support for the campaign. Whilst many MPs are sympathetic to the campaign, actually getting something done about it is extremely difficult. The government's stock response is that it is not affordable and in these times of austerity it is a luxury they cannot support because of the underlying costs involved. We will continue to fight for this change and influence politicians, who seem to forget that police officers have paid for these survivor benefits through their pension contributions, whether they leave a widow/er or not, indeed many members have paid for a benefit that will never be paid.

Review of the Year

Campaigning on behalf of our members

Survivor Pension Benefits

The government has finally responded to last year's Supreme Court ruling on equal pension benefits for same-sex partners in the event of a scheme member's death.

The Supreme Court judgment in *Walker v Innospec* ended the ability of pension schemes to restrict benefits for same sex partners to service since 5th December 2005, the date that the Civil Partnership Act took effect.

The judgment also required pension schemes to provide equal benefits to both civil partners and same-sex spouses.

Since the ruling last July, the Treasury has been considering the implications for public service pension schemes, including Police Pension schemes.

The Treasury finally wrote to these schemes in March this year setting out the policy approach they should take.

The letters instructed public service pension schemes to make changes to their processes and rules in order to provide equal benefits for civil partners and same-sex spouses and the schemes were asked to provide further information on their approach and the timescales for implementation in due course.

I recently raised this matter with the Home Office at the Pension Scheme Advisory Board and the response was that they were still formulating their approach. I have since followed this up with a letter to the Home Office, I still await their response with bated breath!

This situation has been further compounded by a ruling in the Supreme Court in June 2018, where the court ruled that the Civil Partnership Act 2004, which only applies to same-sex couples, is incompatible with the European Convention on Human Rights.

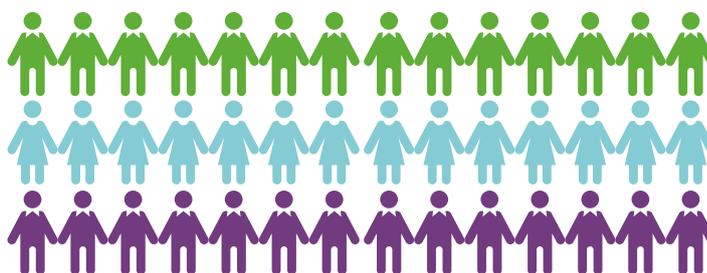
The judgement does not oblige government to change the law, although it does make it more likely that the government will now act and extend civil partnerships to heterosexual couples, which would potentially lead to a further extension of pension benefits to those unmarried heterosexual couples who have formed a civil partnership. In a civil partnership, a couple is entitled to the same legal treatment in terms of inheritance, tax, pensions and next-of-kin arrangements as marriage. I urge the government to make this change at the earliest opportunity and stop this inequality now and ensure that all survivors have equal rights and receive pension benefits commensurate with the pension contributions made by their loved one.



Review of the Year

A snapshot of our membership

89,866
Members
at the end of
June 2018



Office matters

We sent out 29 Circulars to Branches last year and have sent 24 Circulars out to date this year. This year's Circulars appear on the opening page of Super Sleuth for the convenience of branch secretaries. Circulars from previous years can also be viewed on Super Sleuth by accessing the relevant year's folder. This not only means that the cost of circulation is kept to a minimum but also provides an instant file of circulars which assists both secretaries and other authorised branch users in their administration. Every member continued to receive by post four full colour NARPO News magazines during the year. We sent out 148,421 Newsletters on behalf of Branches and this continues to prove a very popular and well-used service provided from NARPO HQ.

It would be remiss not to mention the fact that during the year the new General Data Protection Regulations [GDPR] have been implemented and my thanks go to Alan Lees the Deputy Chief Executive who has shouldered most of the responsibility for ensuring that NARPO are fully conversant and compliant with the new Regulations. Alan has been in close liaison with Bernard Seymour from Affinity Resolutions who has been advising and assisting us throughout this process and who has together with Alan travelled the country delivering training input to our Branch Officials. We are now confident that we are compliant and can react to any changes with the assistance of Affinity Resolutions.

I am extremely grateful to all the staff at NARPO HQ who continue to provide an excellent service to members.

Alan Lees, the Deputy Chief Executive, continues to grow in his role and provides invaluable advice and information to both members and Branches, whilst supporting and providing advice to the Chief Executive.

Helen Morgan, the new Financial Controller, has settled into her role extremely well and provides the organisation with financial acumen and advice to ensure the organisation's finances are in order.

During the year Angela Calvert has commenced part-time work and is now our Part Time Conference Co-ordinator and Senior IT Administrator. I am grateful for all her hard work in arranging all aspects of our Annual Conference and her work in developing Super Sleuth.

We have also employed a new part-time member of staff, Helen Ketton, who is responsible for Business Support and Communications. Helen has hit the ground running and has quickly introduced welcome changes to our corporate image, giving us a more modern and fresh approach. Helen also has responsibility for arranging NARPO courses and in time will manage the Villa bookings and Cenotaph parade. She is a fabulous addition to the NARPO team.

Dawn Sheard and Julia Mullan continue to provide an excellent service, ensuring we have full cover during the week, where they are on hand to answer any member queries. They both work extremely well together and they continue to provide a wide range of administrative support to the organisation.

Steve Edwards *CEO*

Member Services

We continue to work with a number of commercial partners to offer our members free access to support and up to date advice as well as providing a great range of products and services and leisure opportunities for our members to enjoy.

Life

We are here to help members and their dependants with useful advice on life and wellbeing. With just one phone call, members can have access to up to date advice and support in relation to police pensions and injury award reviews. We have negotiated a range of member services, including

health, travel and car insurance, as well as free advice services. Many of the insurance products or services have been specifically designed or tailored to meet the needs of NARPO members, and offer highly competitive rates.



www.policemutual.co.uk



www.healthinsurancegroup.co.uk



www.disabilityrightsuk.org



www.gblf.co.uk



twdaccounts.co.uk



www.langleys.com



www.co-operativefuneralcare.co.uk/



www.wordshop.co.uk



www.slatergordon.co.uk

Member Services

Work

We work with many leading companies and organisations to advertise a wide range of full-time and part-time positions that are perfectly suited to ex-officers — with everything from contracts that rely on your specialist skills to voluntary positions. These positions are available on the NARPO

website.

Over the past 12 months we have worked with organisations such as Westminster Abbey, House of Commons, the National Crime Agency and the National Trust to promote job opportunities.

Leisure

We help our members (and their families) enjoy their new-found freedom with a great range of member-exclusives – from holiday discounts to networking opportunities. New special

offers are regularly added to the NARPO website.

NARPO members are even offered free access to properties on Lake Lugano, Italy and in Vienna, Austria.



www.motorsourcegroup.com



www.voicemobile.co.uk/



www.privilegepurchaseclub.co.uk/



www.motorfinity.uk



NARPO DRIVE

www.narpo.org/leisure/narpo-vehicles/narpo-drive/



www.griffintaxfree.com



www.fredolsencruises.com

Members of the National Executive Committee and Sub Committee Appointments

2018/2019

Chairman of the NEC and President of NARPO

Brian Burdus

Vice Chairman of the NEC and Vice President of NARPO

Richard Critchley

Chief Executive

Steve Edwards (*Appointed*)

Deputy Chief Executive

Alan Lees (*Appointed*)

Financial Controller

Helen Morgan (*Appointed*)

Conference Arrangements Sub-Committee

Nick Burrows, Eric Evans MVO, QPM, Phil Hopkins, Ahmed Ramiz, Kate Rowley QPM, Norman Robertson, & Sandie Wilde MA

Pension and Welfare Reform Sub-Committee

Keith Bowman, Jackie Cole, Richard Critchley, John Carrington, Alan Lees (*Deputy CEO*) & Bob Watson

Police Dependents' Trust

TBA

Age UK: Representative

Brian Burdus

Pensioners Forum Wales:

Phil Hopkins & Eric Evans MVO, QPM

Training Sub-Committee

Keith Bowman, John Carrington, Jackie Cole, Richard Critchley, Pat Gates BEM, BSc (*Training Officer*) & Sandie Wilde MA

Strategic Planning Group

Nick Burrows, Jackie Cole, Richard Critchley, Pat Gates BEM, BSc, Ahmed Ramiz & Sandie Wilde MA

Secretariat Sub-Committee

Richard Critchley, Mark Judson, Bob Mabbutt, Ahmed Ramiz, & Norman Robertson

Rules Revision Sub-Committee

Richard Critchley, Eric Evans MVO, QPM, Mark Judson, Alan Lees, Bob Mabbutt, Ahmed Ramiz & Norman Robertson

Finance Sub-Committee

Nick Burrows, Richard Critchley, Ahmed Ramiz & Financial Controller ex-officio

Public Service Pensioners Council

(*External Appointment*)

Treasurer Steve Edwards

Council Members Brian Burdus & Steve Edwards

Age Platform Europe

Council Member Steve Edwards

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

NEC Members

2018/2019



Office Expires

No 1 Region - North West

Kate Rowley QPM - Cumbria 2018
Sandie Wilde MA - Manchester 2019

No 2 Region - North East

Bob Watson - Northumbria 2018
Richard Critchley - Wakefield 2019

No 3 Region - Midlands

John Carrington - Wolverhampton 2018
Mark Judson - Staffordshire 2019

No 4 Region - Eastern

Brian Burdus - Nottinghamshire 2018
Bob Mabbutt - Northamptonshire 2019

No 5 Region - South East

Ahmed Ramiz - North Sussex 2018
Keith Bowman - Eastbourne 2019

No 6 Region - South West

Norman Robertson - Dorset 2018
Pat Gates BEM, BSc - Bristol 2019

No 7 Region - Wales

Phil Hopkins - Dyfed Powys 2018
Eric Evans MVO, QPM - Gwynedd 2019

No 8 Region - London

Jackie Cole - London 2018
Nick Burrows - London 2019

Office Expires

Life Memberships

July 2016 to June 2017

Branch

Avon & Somerset	Mrs Linda E Gittings
Birmingham	Mr Andrew Woollaston
Cardiff	Mr Alan Greaves
Cleveland	Mr Malcolm Grey Mr Alan Woodhouse
Essex (<i>Colchester & North East Essex</i>)	Mr James Kinloch MacDonald
Doncaster	Mr Roger Barrett
Dyfed Powys	Mr Philip Hopkins
Flint	Mr Glyn Lewis
Gloucestershire	Mr Robin James Berryman
Gwent	Mr Ken Baker
Humberside	Mr Martin Le Grove Mr Barry Leslie Cooper
Lancaster & Morecambe	Mr Graham David Richardson
Macclesfield	Mr John Worthington
Norfolk	Mr Colin Fox Mrs Helen Wickens MBE
Nottinghamshire	Mr Brian Marshall
Hampshire (<i>Portsmouth & East Hampshire</i>)	Mr Paul William Donnellan
Sheffield	Mr Richard Anthony Naylor QPM BA (Hons) Mr Gerry Scarfe
Southport	Mr George Edward Dickinson
Staffordshire	Mrs Lesley A Bennett Mr Brian Frederick Whitehouse Mr John Hartshorne
Suffolk	Mr Trevor Mason Mrs Janet Sibley
Tunbridge Wells	Mr John Mills
Warwickshire	Mr Paul Michael Parker
West Mercia	Mr John Thomas Phillips



Financial Statements

For the year ended 31 December 2017

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Page 23	Proposed Budgets for the year ended 31st December 2019

Financial Review

The Financial Statements for the year ended 31st December 2017 are found later in this report and give full detail of the financial position of the organisation at the Balance Sheet date. The accounts as audited by our accountants, Paylings of Wakefield, show that the association's funds continue in a healthy state and we recorded a surplus of £249,162 (2016: 267,391) for the financial year.

The overall income for the year was £1,076,820 (2016: 1,042,680) showing an increase of £34,140.

Total expenditure increased on the previous year by £52,369 to £827,658 (2016: £775,289).

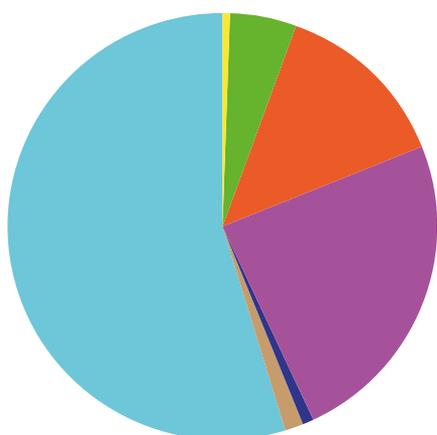
The value of our investments at the year-end 31st December 2017 amounted to £1,316,375 (2016: £1,289,081). Our total accumulated fund at the 31st December 2017 was £3,150,616 (2016: £2,901,454).

The Financial Controller has prepared budgets for the period ending 31st December 2019, these were reviewed and endorsed by the NEC at their meeting on the 11th May 2018 and in turn circulated to Branches and are contained in the Financial Statements later in the report.

Finally, the total net asset value of Branch balance sheets as at the 31st December 2017, amounted to circa £2.11m (2016: £2.08m).

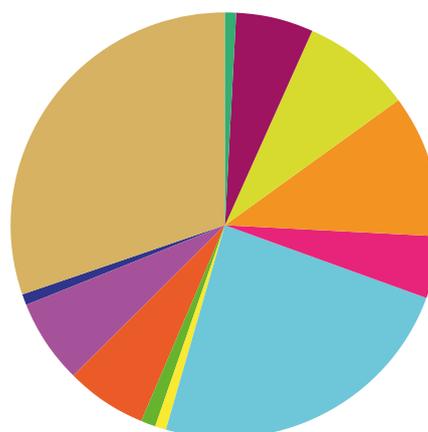
Helen Morgan *Financial Controller*

Income



- Legacies and Donations
- Investment Returns: Dividends, Interest etc
- Advertising
- Commission and Royalties
- Sale of Stock and Diaries
- Investment Returns: Property Rental
- Precept and Affiliates Subscription

Expenditure



- Corporation Tax
- Professional Expenses
- Insurance
- Access to Support Course
- Office Expense
- Printing and Stationery
- Advertising and Marketing
- Computer and Website
- NARPO News and Newsletter
- Staff Costs
- NEC, Travel and Regional Meetings

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



Brian Burdus *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 2017.

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 and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

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

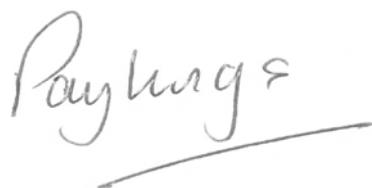
In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2017 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the rules of the association.

Matters on which we are required to report by exception

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

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



David Harrison (*Senior Statutory Auditor*)

For and on behalf of Paylings

Registered Auditors

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

Balance Sheet

As at 31st December 2017

	2017		2016	
Fixed Assets				
NARPO House		128,474		128,474
Building Adds B/fwd	2,823		2,153	
Additions	860		2,867	
Less: Depreciation	-1,459	2,224	-2,197	2,823
Furniture & Equipment B/fwd	15,603		16,934	
Additions	73,062		11,560	
Less : Depreciation	-16,588	72,077	-12,891	15,603
Coat of Arms		7,200		7,200
Ceremonial Chains of Office		5,877		5,877
Investment at Cost				
Hawkridge House (Property)	287,176		287,176	
Aviva Investment	26,236		25,111	
Brewin Dolphin	257,778		254,047	
Tilney Bestinvest	745,185	1,316,375	722,747	1,289,081
Current Assets				
Stocks for Resale	2,051		1,995	
Sundry Debtors/Prepays	157,676		95,576	
Unity Bank	511,194		398,456	
NARPO Paypal	3,041		0	
Close Bros Fixed Term Investments	1,019,073		1,000,000	
Cash in Hand	261		85	
		1,693,296		1,496,112
Current Liabilities				
Sundry Creditors/Accruals	61,939		31,107	
VAT	5,188		5,298	
Corporation Tax	7,780		7,311	
		74,907		43,716
Net Current Assets		1,618,389		1,452,396
		3,150,616		2,901,454
Accumulated Fund				
Balance as at 1 January		2,901,454		2,634,063
Surplus for the year		249,162		267,391
		3,150,616		2,901,454

Income and Expenditure

For the year ended 31st December 2017

	2017		2016	
Income				
Precept (40%)		574,408		552,873
Affiliates Subscription		13,570		13,155
Hawkridge House Net Rent		13,617		13,964
Sale of Supplies	2,965		2,131	
Less: Cost of Sales	-2,147	818	-1,319	812
Sale of Diaries		10,450		9,651
Commissions/Royalties		177,471		142,157
Advertising		142,882		143,431
Taxed Dividends (Gross)	26,034		23,381	
Aviva Interest	1,125		1,340	
Bank & Close Bros Interest	17,224	44,383	20,095	44,816
THIG Schemes		80,808		97,709
Tilney Bestinvest (Sale of Investments)		12,363		19,112
Legacies		1,050		0
NARPO Donation		5,000		5,000
		1,076,820		1,042,680
Expenditure				
NARPO News Printing		74,413		71,203
NARPO News/Newsletter Distribution		174,992		166,553
National Advertising Campaign		6,278		4,189
2019 Centenary Costs		0		0
Printing and Stationery		52,572		43,582
Postage and Telephone		8,784		6,928
Office Expense		16,579		14,956
Access to Support Course		9,435		8,755
Branch Officers Training		0		0
Pension Seminars		0		0
General & Water Rates		7,622		8,580
Insurance		6,456		6,503
Salary Costs (Gross)	168,420		189,813	
N.I. Contributions	13,242		15,651	
Pension Contributions	13,112	194,774	11,375	216,839
Staff Recruit/Consultancy/Train		1,486		1,100
Computer Expenses		40,709		10,452
NEC Expenditure/Regional Meetings		86,775		74,459
Federation Conference		1,784		7,709
Conference Expenses (net of income)		68,385		64,803
Audit		6,000		6,000
Parliamentary		21,851		15,605
Professional Expenses		21,720		9,927
Corporation Tax		7,694		7,554
Rules Revision		0		12,391
Depreciation		18,047		15,089
Repairs to Property		207		814
Bank Fees		995		1,298
Bad Debt		0		0
Donation		100		0
		827,658		775,289
Excess of income over expenditure		249,162		267,391

2017 Minimum Subscription £20.04 (Branch £12.02/Precept (40% £8.02)

2018 Minimum Subscription £20.64 (Branch £12.38/Precept (40% £8.26)

Notes to the Financial Statements

For the year ended 31st December 2017

Accounting Policies

Basis of Accounting

The financial statements have been prepared under the requirements of the Association Rules and Regulations. The Association has not adopted the 'Financial Reporting Standard 102' "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

Adoption of FRS102 would require the Association to state all investments at market value and the Executive Committee believe the costs out way the benefits at this stage.

Accounting Convention

The financial statements have been prepared under historic cost convention.

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, IT assets 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

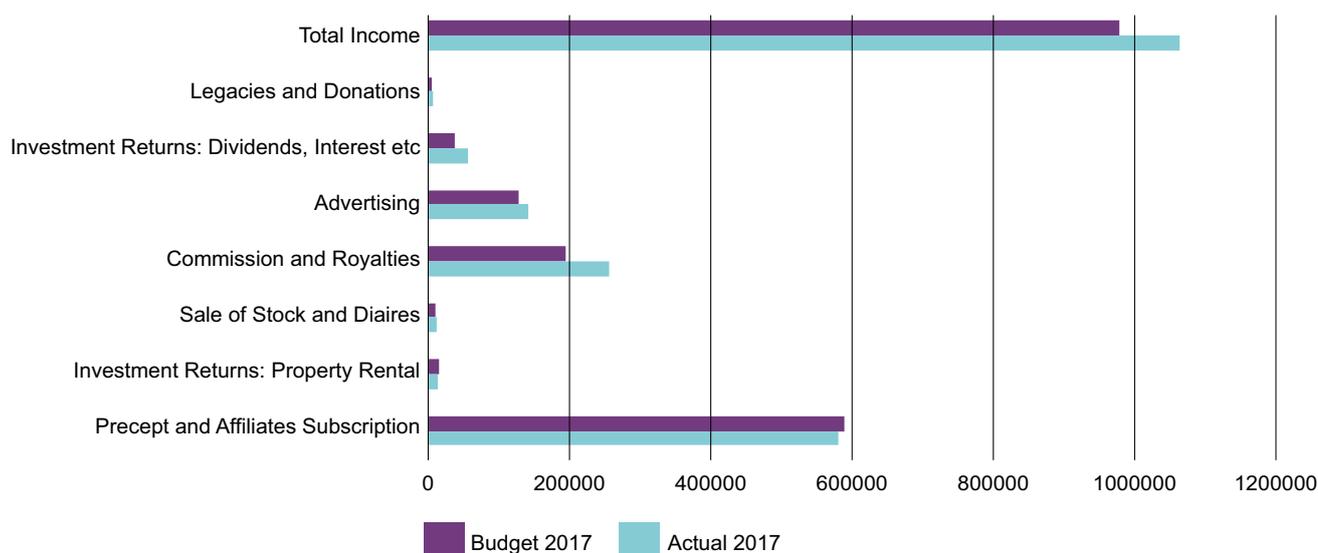
2017	2016
<u>£ 7,694</u>	<u>£ 7,554</u>

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.

Budget Variance

For the year ended 31st December 2017

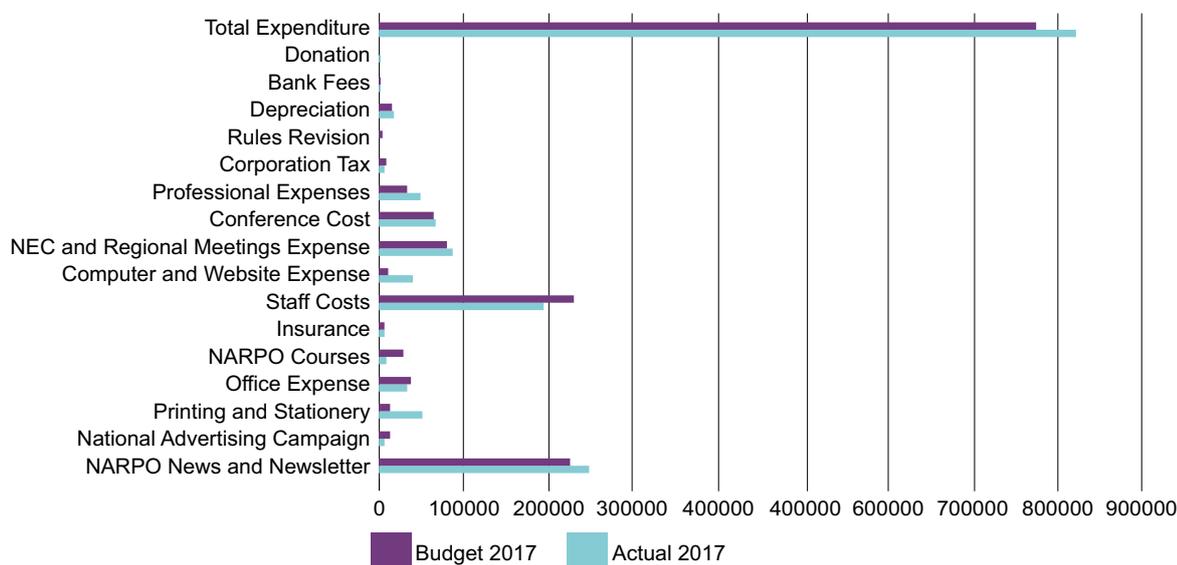
	Actual 2017	Published Budget	Variance Budget
Income			
Precept	574,408	582,200	-7,792
Affiliates Subs	13,570	14,000	-430
Rental Income Hawkridge House	13,617	14,900	-1,283
Net Sales	818	300	518
Sale of Diaries	10,450	9,000	1,450
Commissions/Royalties	177,471	107,500	69,971
Advertising	142,882	130,000	12,882
Taxed Dividends (Gross)	26,034	15,000	11,034
Aviva Interest	1,125	1,000	125
Bank/Close Bros Interest	17,224	22,000	-4,776
THIG Schemes	80,808	90,000	-9,192
Tilney Bestinvest (Realisation)	12,363	0	12,363
Legacies	1,050	0	1,050
NARPO Contact	5,000	5,000	0
	1,076,820	990,900	85,920



Budget Variance

For the year ended 31st December 2017

	Actual 2017	Published Budget	Variance Budget
Expenditure			
NARPO News Printing	74,413	67,000	-7,413
NARPO News & Newsletter Dist	174,992	160,000	-14,992
National Advertising Campaign	6,278	12,500	6,222
2019 Centenary Costs	0	2,000	2,000
Printing and Stationery	52,572	13,000	-39,572
Postage and Telephone	8,784	11,500	2,716
General Office	16,579	15,000	-1,579
Access to Support Course	9,435	14,000	4,565
NARPO Officers Training Seminars	0	15,000	15,000
Staff Training	0	500	500
General & Water Rates	7,622	8,900	1,278
Insurance	6,456	6,500	44
Gross Salary Costs	168,420	198,000	29,580
NI Contributions	13,242	16,000	2,758
Pensions	13,112	17,700	4,588
Staff Recruit/Consultancy	1,486	0	-1,486
Computer/Website Expenses	40,709	12,000	-28,709
NEC Expenditure/Regional Meetings	86,775	70,000	-16,775
Federation Conference	1,784	9,500	7,716
NARPO Conference (net of income)	68,385	65,000	-3,385
Audit	6,000	6,000	0
Parliamentary	21,851	18,500	-3,351
Professional Expenses	21,720	10,000	-11,720
Corporation Tax	7,694	9,000	1,306
Rules Revision	0	5,000	5,000
Depreciation	18,047	15,000	-3,047
Building Maint	207	2,000	1,793
Bank Fees	995	1,000	5
Bad Debt	0	0	0
Donation	100	0	-100
	827,658	780,600	-47,058
Excess of Income over expenditure	249,162	210,300	38,862



Proposed Budgets for 2019

For the year ended 31st December 2017

	Budget 2017	Actual 2017	Budgets Published 2018	Budgeted Proposed 2019
Income				
Precept	582,200	574,408	595,000	595,000
Affiliates Subscriptions	14,000	13,570	14,000	12,000
Rental Income Hawkridge House	14,900	13,617	14,000	14,000
Net Sales	300	818	300	1,000
Sale of Diaries	9,000	10,450	9,000	10,000
Commissions/Royalties	107,500	177,471	120,000	150,000
Advertising	130,000	142,882	135,000	140,000
Gross Dividends (Brewin/Tilney)	15,000	26,034	15,000	17,500
Aviva Interest (Shares)	1,000	1,125	1,200	1,200
Bank & Close Bros Interest	22,000	17,224	21,000	20,000
THIG Scheme (Net of Vat)	90,000	80,808	75,000	75,000
Tilney Bestinvest (Realisations)	0	12,363	0	0
Legacies	0	1,050	0	0
NARPO Donation	5,000	5,000	5,000	0
	990,900	1,076,820	1,004,500	1,035,700
Expenditure				
NARPO News Printing	67,000	74,413	74,000	76,000
NARPO News & Newsletter Distribution	160,000	174,992	170,000	178,000
Advertising and Marketing	12,500	6,278	12,500	20,000
2019 Centenary Costs	2,000	0	10,000	347,000
Printing and Stationery	13,000	52,572	45,000	55,000
Postage and Telephone	11,500	8,784	13,500	11,500
General Office	15,000	16,579	15,000	17,500
Access to Support Course	14,000	9,435	14,000	14,000
NARPO Officers Training Seminars	15,000	0	15,000	15,000
Staff Training	500	0	500	500
General & Water Rates	8,900	7,622	8,900	8,900
Insurance	6,500	6,456	7,000	9,500
Gross Salary Costs	198,000	168,420	180,000	190,000
NI Contributions	16,000	13,242	15,000	17,000
Pensions	17,700	13,112	17,000	17,000
Staff Recruitment	0	1,486	0	0
Computer/Website Expenses	12,000	40,709	12,000	32,000
NEC Meetings/Regional Meetings	70,000	86,775	75,000	85,000
Federation Conf	9,500	1,784	9,500	9,500
Conference (Net of income)	65,000	68,385	65,000	68,000
Audit	6,000	6,000	6,000	6,000
Parliamentary	18,500	21,851	18,500	21,000
Professional Expenses	10,000	21,720	10,000	15,000
Corporation Tax	9,000	7,694	8,000	8,000
Rules Revision	5,000	0	0	0
Depreciation	15,000	18,047	16,000	19,000
Building and Premises	2,000	207	2,000	35,000
Credit Card/Foreign Transfer Fee	1,000	995	1,500	1,500
Bad Debts repaid	0	0	0	0
Donation	0	100	0	0
Total Expenditure	780,600	827,658	820,900	1,276,900
	210,300	249,162	183,600	-241,200
	Budgeted Surplus	Actual Surplus	Budgeted Surplus	Budgeted Deficit



Annual Conference 2018

Friday 7th September 2018

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Conference Notes

Delegates will exchange a regional identity badge for an electronic palmlet. The regional identity badge should be completed in advance of registration to enable the Stewards to issue the electronic palmlet.

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 6th September 2018

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

Friday 7th September 2018

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 11am.

It should be noted that on Friday 7th 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 including a comedian to be held in the Riviera Centre, Torquay.

PLEASE NOTE THERE WILL BE NO SEATING PLAN FOR THIS EVENING.

Doors open 7pm – supper from 7.30pm.

Future Conference

6th September 2019 – Floral Hall, Southport

National Executive Committee Report to Conference

Following decisions reached at a meeting held on Thursday 12th July 2018 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 “Work, life and leisure after the police”

Scrutineers/Stewards

We recommend that:

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

Conference Motions in Brief

Withdrawn:	Reduction of Precept – Centenary Year	Suffolk Branch
Not accepted:	Amendment to Rule 6.2 Full Membership	London Branch
Not accepted:	Amendment to Rule 6.3 Membership	London Branch
Not accepted:	Amendment to Rule 1.20 Police Pension	London Branch

Timetable

It is recommended that:

- a) The President will address conference at 10.35am
- b) There will be a debate with a subject of “Life, Work and Leisure after the Police” at 2pm



Elected Members of the NEC

Post Conference 2018 to Conference 2020 Inclusive

Region	Branch	Office Expires	
No 1 North West	Sandie Wilde MA	Manchester	2019
	Kate Rowley QPM	Cumbria	2020
No 2 North East	Richard Critchley	Wakefield	2019
	Bob Watson	Northumbria	2020
No 3 Midlands	Mark Judson	Staffordshire	2019
	David Jeans	Birmingham	2020
No 4 Eastern	Bob Mabbutt	Northamptonshire	2019
	Brian Burdus	Nottinghamshire	2020
No 5 South East	Keith Bowman	Eastbourne	2019
	Ahmed Ramiz	North Sussex	2020
No 6 South West	Pat Gates BEM, BSc	Bristol & Avon	2019
	Norman Robertson	Dorset	2020
No 7 Wales	Eric Evans MVO, QPM	Gwynedd	2019
	Phil Hopkins	Dyfed Powys	2020
No 8 London	Nick Burrows	London	2019
	Jackie Cole	London	2020

Elected Reserves of the NEC

Post Conference 2018 to Conference 2020 Inclusive

Region	Branch	Office Expires	
No 1 North West	Frank Woolley	Wigan & Leigh	2019
	Andrew Edwards	Preston & District	2020
No 2 North East	Graham Cassidy	Doncaster	2019
	Stewart Richardson	Humberside	2020
No 3 Midlands	Steve Groves	Walsall	2019
	Tony Gooch	Warwickshire	2020
No 4 Eastern	Martin Gregory	Cambridgeshire	2019
	Chris Morgan	Lincolnshire	2020
No 5 South East	Norman Liggins	East Kent	2019
	Dickie Bird	Colchester NE Essex	2020
No 6 South West	Nick Wyer	Dorset	2019
	Allen Orchard	Gloucestershire	2020
No 7 Wales	Richard R.F. Jones	Denbigh	2019
	Sandra Evans	Gwent	2020
No 8 London	Martin Wale	London	2019
	Phil Van Tromp	London	2020

Friday 7th September 2018

Agenda and Timetable

9.20

Delegates take their place in the Conference Hall

All attendance forms should have been handed to the Stewards and an electronic palmlet obtained.

9.30

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

Loyal Greetings

Departed Colleagues

Welcome Guests and introduction of NEC members

9.40

To note the elected scrutineers

	REGION	NAME	BRANCH
1	North West	Bob Dunbar	Manchester
2	North East	Alan Woodhouse	Cleveland
3	Midlands	Gordon Meredith	Coventry
4	Eastern	Sean Murphy	Derbyshire
5	South West	Colin Moules	North Sussex
6	South West	Bill Haley	Wiltshire
7	Wales	Philip Taylor	Swansea
8	London	Bruce Wilson	London

To note: The Liaison Officer from the NEC: Mr Ahmed Ramiz - Stewards
Mr Keith Bowman - Scrutineers

Adoption of Standing Orders

Conference to approve the use of electronic palmlets

9.45

Adoption of NEC reports to Conference and Timetable

9.55

Review of the Year - Presented by the Chief Executive - Steve Edwards

10.15

Income and Expenditure 2017

Balance Sheet 2017

Budgets 2019

Three reports presented by Mrs Helen Morgan the Financial Controller - to be approved

Friday 7th September 2018

Agenda and Timetable

10.35 **Presidential Address** - Mr Brian Burdus

11.00 **Tea/Coffee Break**

11.20 **Guest Speaker** - Ann Widdecombe

12.30 **Lunchtime Adjournment**

1.45 **Conference Resumes**

1.50 **Announcement of elected reserves to the NEC** - to run until conference 2020

2.00 **Life, Work and Leisure after the Police**

Clare Mackintosh - Sunday Times best selling author
Introduced and facilitated by Sandie Wilde MA - NEC Member
Carolyn Harvey - Cake Matters
Ian Robinson - Combining Work and Leisure in Life After the Police
Chris Helm - Cruise Lecturer

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

NEC Farewells: Mr John Carrington
NEC Newcomers: Mr David Jeans

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

Any other urgent and non-controversial business

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

To note that 2019 conference will be held at the Southport Theatre and Convention Centre Southport on Friday 6th September 2019

Standing Orders

For the Regulation of Business of Annual Conference

S.O.1 Order of business

The roll for attendance of delegates at Annual Conference shall be conducted in accordance with the Rules for the Conduct of Annual Conference. The quorum for conducting business at Conference is 200 delegates.

S.O.2 Business before the Conference

After the adoption of Standing Orders, and 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 on the same motion. 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 S.O.5 (*Speeches*).

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, and so on. Any amendment which is carried becomes the substantive motion, as do any subsequent amendments that are carried. The final substantive motion shall then be voted upon for acceptance or rejection by Conference.

If a remit is requested on a motion that has been proposed and seconded, then a vote on the remit will be taken first. If the remit is lost, then the substantive motion remains open for debate.

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) 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 and give their name and Branch. 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. Any delegate may formally second any motion or amendment and reserve his or her speech until a later period in the debate. Except by permission of the Chairman, no delegate shall speak for more than five minutes at one time, other than the mover of the original motion who may speak for ten minutes.

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



Standing Orders

For the Regulation of Business of Annual Conference

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. The mover of an amendment shall have the right to reply at the close of the debate on that amendment, but shall introduce no new matter. In each case, 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 vote.

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 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 or she 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 or her 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 or her 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 or her 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 or she shall be named by the Chairman, and 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 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.



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