

# **Benevolent Funds -Member Benefits**

*Subscribers to the Police and Police Staff Benevolent Fund are able to apply for:*

## **Assistance with payments for private medical consultations of up to £200**

*For occasions where NHS appointments cannot be provided within reasonable time scales.*

## **Non Means Tested Discretionary Grants (up to £500)**

*The committee may award grants to members of the fund for any charitable, compassionate or benevolent reasons they consider necessary in order to alleviate hardship or distress. Examples of such grants are many and varied and range from the most common which is making contributions towards travelling and parking costs when officers, their spouses or children have been hospitalised, and extend to making contributions towards the costs of providing specialist care and/or equipment for colleagues or their immediate family members who are temporarily or permanently injured, or who may be suffering from a disability. Recent examples have included the purchasing of mobility aids for children of officers born with cerebral palsy, contributions towards wet room conversions, providing stair lifts, wheel chairs, ear defenders, special beds, blood testers and reading devices.*

## **Means Tested Grants**

*As above but in the case of means tested grants the value of the award can exceed the £500 cap. Where the committee are satisfied that following a means testing evaluation an award should be made they can provide a grant to any value they feel is appropriate in the circumstances. Examples include the purchase of a specially adapted electric wheelchair costing over £1200 for the child of a colleague who suffers with a physical disability, and also providing a deposit towards a wheelchair accessible vehicle for the child of a member suffering from cerebral palsy. Once awarded no repayment is required or expected of means tested, or non means tested grants, or of any contribution the fund makes towards the cost of medical consultations.*

## **Loans**

*Where members are faced with difficult times and require financial assistance and where there is genuine welfare need, the committee may consider granting a loan to the member repayable directly from his/her salary or pension. Loans from the Benevolent Fund are intended to be a means of assisting colleagues who have no other alternatives open to them. These are not intended to be seen as a means of obtaining cheap credit, but it is understood that sometimes debts may accrue through unforeseen circumstances that are beyond the member's control. Each loan application is treated on its merits and requires the committee to assess the reasons how the applicant came to need assistance, their ability to repay any loan and the risk to the fund. Any loan granted by the fund will be interest free. The Benevolent Fund is licenced by the Financial Conduct Authority in order to be able to provide loans to members, and as such must we must comply with all regulatory requirements.*

## **Death Grants**

*Where a member or his/her spouse or partner, or a child aged 18 years or under passes away under any circumstances, the Benevolent Fund will make an immediate grant of £2000 as a contribution from the fund towards the funeral costs payable to either; the next of Kin, the nominated beneficiary or the person who is responsible for dealing with the member's affairs.*

*This grant is available to all serving and retired Police Officers and to all serving Staff Members who are subscribers to their respective funds.*

#### **Children (N/A to Staff Members)**

*Your Benevolent Fund subscription includes a contribution of 87p to the Gurney Fund for Police orphans. This allows the children of fallen colleagues under the age of 19 years to receive help and support from the fund to assist with their education and also attend annual activity events.*

#### **Christmas Grants**

*A Christmas grant of £75 is paid by the respective Benevolent Fund to all children under the age of 18 of either Police Officers or Staff members who have passed away under any circumstances.*

#### **Police Rehabilitation Centre/Flint House. (N/A to Staff Members)**

*Prior to 1st September 2016, a subscription to the Benevolent Fund included a donation to the Police Rehabilitation Centre (Flint House) which allowed subscribing members to attend the facility free of charge and receive first class treatment from fully qualified staff using state of the art equipment for up to two weeks per visit. From 1st September 2016 the subscription to Flint House is now taken separately and officers should notify payroll if they wish to subscribe to Flint House. NB. Officers who were Benevolent Fund subscriber's prior to 01.09.16 were automatically put in as Flint House subscribers so no action is required unless you wish to withdraw your subscription.*

*Officers who attend Flint House AND who also subscribe to the Benevolent Fund can request a contribution towards their travelling expenses from the Benevolent Fund. A claim form for traveling expenses can be downloaded from the force system (see policy L1380) or simply call or email the benevolent fund office and one will be sent directly to you.*

*Please do check the Flint House website for further details on the facilities and treatments available.*

*NB. Officers on any form of Leave (Maternity/Paternity/adoption etc.) must under Flint House policy continue to make monthly donations or may risk losing their eligibility to attend. The same applies to officers on reduced pay. (See Flint House eligibility policy at [www.flinthouse.co.uk](http://www.flinthouse.co.uk))*

#### **Gurney Fund & Police Dependants Trust (applies to serving Police Officers only).**

*A total of 99p of the overall donation of £3.60 is sent directly to these two Police charities (87p & 12p respectively) as your contribution to support the work they do to help the families of our fallen and injured Police colleagues both in Kent and throughout the Country. See [www.gurneyfund.org](http://www.gurneyfund.org) & [www.pdtrust.org](http://www.pdtrust.org) for further details.*

#### **Career Breaks**

*Members may continue (by arrangement with the Fund secretary) to pay into the fund whilst on a career break. This will ensure that they retain their eligibility to any benefit that was payable to them whilst serving.*

#### **Maternity Leave (paid)**

*Members may continue to have subscriptions deducted from salary whilst on paid maternity leave. This will protect their entitlements to all benefits.*

#### **Maternity Leave (unpaid)**

*Members who continued to pay subscriptions whilst on Paid maternity leave are not required to continue paying if or when they initially move to unpaid maternity leave. They will remain as full*

*members for a period of three months from the commencement of unpaid leave and will be eligible to full benefits.*

### **Paternity & Adoption Leave**

*The same rules as for Paid & Unpaid Maternity Leave apply to members on Paternity or Adoption leave.*

### **Annual General Meeting**

*Both Benevolent Funds hold an AGM, details of which are circulated on GO's. Any member of their respective Fund is entitled to attend if they wish to do so.*

### **Not a member, but wish to join?**

*You can join by filling in one of our membership forms, but the simplest way is to send an email to the below address. We will then make the appropriate arrangements with Payroll to take your subscription each month from your salary.*

### **Can I cancel or re-join the Benevolent Fund ?**

*You can cancel or re-join the fund simply by emailing the benevolent fund office. The only thing to note is that a period of 12 months from the time of re-joining must elapse before any benefits are payable.*

### **Contact us**

*If you have any questions about the Benevolent Fund, please call Gary Sutton or Debbie O'Neill in the Benevolent Fund Office at FHQ on **01622 653066** (internal **19-3066**) or via email **kpbfb@kent.polfed.org***