

# Kent Police Federation

## Annual Public Value Report 2016



## Foreword

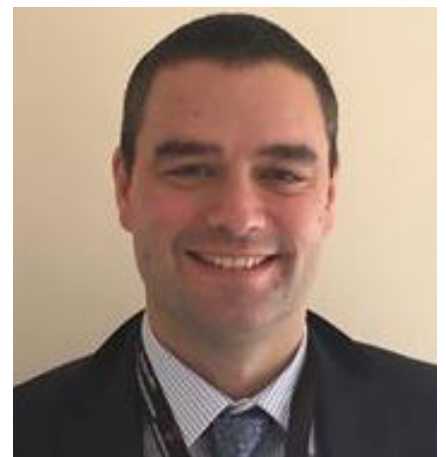
**A** new financial year and a new Kent Federation Chairman with Ian Pointon handing over to myself, so a different approach to the annual review this year with an emphasis on where we are now as a Federation and a look forward to the challenges that lie ahead.

Ian has been the consistency in terms of the Federation locally for many years and has been extremely effective in building and maintaining key working relationships in and outside of the organisation and in putting the case for the federated members to the force. All I have to do is keep that work going! I fully intend to build on what Ian has done, to maintain the relationships he has forged with senior officers and others in force and countless vital people outside of Kent Police. Everyone I have met to date in my new role has been supportive and shown a true willingness to engage which is exactly what is needed in fulfilling the core purpose of a police federation.

Looking ahead, what are my priorities? High on the agenda for me is stress and the mental health and wellbeing of staff generally. The last PFEW survey showed 80% of respondents stating stress related issues affecting them and as workloads mount and cuts continue to take their toll this will continue to be a key concern for all. I want to work with the force to ensure early engagement with staff, support and training for supervisors and managers and the adoption of recognised standards from the Health and Safety Executive (HSE) as to how organisations can help staff on this issue. Much has already been achieved and in many ways we are far ahead of other forces on this subject, but as always there is always more that can be done.

Another important area is early resolution of performance and misconduct issues, where matters should be resolved at the lowest possible levels where appropriate learning should be the outcome before anything else. Strong, professional working relationships will be essential to this.

The last thing I'll mention here as a priority is the structure of the Federation locally. There are a number of significant changes happening this year as the Federation adopts the changes put forward by the Government. A lot of work has gone on now for some time by Federation staff to ensure we get the changes right first time. I'm determined that it won't affect the service that federated members get from the federation representatives across the force and that the changes will be a positive for all.



**Chris Carter**  
**Chairman**

## Core purpose

To put it simply, our core purpose is to represent and support, to influence and to negotiate on our Federated members' behalf.

Clearly there is a lot to this at both local and national level but the aims and objectives are the same whatever the level and whatever the force area concerned. Federations work towards the above by:

- meeting our statutory responsibilities
- representing our members' interests in matters of discipline, diversity, health and safety, welfare, pensions, claims and member services and many other issues
- ensuring that representatives have the required skills and abilities to fulfil their role and meet their statutory responsibilities
- providing national and local representation to ensure that our members receive appropriate training to deliver a professional police service
- providing clear leadership locally and nationally on issues affecting the membership
- listening to and reflecting issues concerning our members
- maintaining an effective communications strategy
- engaging with all internal and external stakeholders and decision-makers
- putting evidence-based information in the hands of decision makers
- actively participating in national, force and local negotiations
- negotiating collectively and on behalf of individual members
- using evidence-based information in our business practices



# Kent Police Federation structure

Due to the changes coming in later this year, the structure of police federations across all forces will change and this work for Kent is currently ongoing. There will continue to be three full-time members of the federation within Kent, ably assisted by a number of workplace representatives.

There are three full-time officials:

**Chris Carter, Chairman**

Principle spokesman, lead on health and safety and lead on media (including social media).

**Mike Roberts, General Secretary**

Lead on misconduct and performance and principle negotiator with responsibility for the day-to-day running of the office and the branch board.

**Tim Packham, Treasurer/Deputy General Secretary**

Oversees the financial activities of the branch board and is regional representative on the national committee of the Police Federation of England & Wales.

In addition, there are two vital members of staff who contribute significantly to the running of the federation in Kent.

**Peter Harman, Office Administrator**

Peter has represented police officers through the ill-health retirement process and at the appeal stage. On a number of occasions he has successfully secured officers' financial futures through access to their pension. Peter has also represented officers in a variety of civil claims and has secured compensation both civilly and through criminal injuries compensation. In addition, Peter administers the group life insurance scheme ensuring members have access to affordable life cover securing future financial security for an officer's loved ones.

**Melanie Lewis, General Administrator**

Melanie ensures members who have their pay cut due to sickness access the insurance scheme so they don't suffer financially; as long as they subscribe to the scheme. Melanie also deals with the travel insurance and RAC cover for those who subscribe to them. Melanie is the one who keeps the office going, without her none of us would be where we need to be.



**Mike Roberts**  
General Secretary



**Tim Packham**  
Treasurer



## Key work streams for the Federation

### Conduct and performance representation

Every day work goes on covering the issues simply listed above from both full time Federated officials and workplace representatives. Representation and advice is given by reps ranging from simply helping to facilitate engagement with supervisors and managers to Gross Misconduct hearings. To give an idea of the assistance given, the following table shows the numbers of hearings and meetings held by the force in the year 2016/17:

2016/17	
•Hearings	15
•Special Case Hearings	5
•Meetings	12

### Health and safety, equality and workplace issues

There are specific equality and health and safety representatives who meet regularly and have attended specific training courses to enable them to assist members in the workplace. The last 12 months have seen engagement with the force on Limited duties with an emphasis within policy and procedures on concentrating on what people can do as part of their return to work rather than a focus on process and what people can no longer do, a clear step forward in our members' interests. In addition, health and safety joint inspections and consultations have taken place over custody, virtual court rooms and Ashford Police Station to name just a few, where changes and real improvements have followed, all in Federated members interests.

### Operational policing

Consultations on numerous policy areas have either been completed or are currently ongoing including stop and search and body armour. In addition, spit guards, body worn video, and continued are or will be available for officers across the force along with continued support for taser. Key to the introduction of these has been the consultation with the Federation and the work done nationally by Federation representatives at all levels.



## Professional development

Professional Development Seminars are attended by our lead, PS Dan Pearce. Discussions with the College of Policing over the various forms of Direct Entry and the Police Educational Qualifications Framework (PEQF) have taken place. PFEW continue to try and influence the College on routes into the service ensuring that those without academic qualifications are not excluded from applying. The ARC (Assessing and Recognising Competence) process is now live in Forces for members approaching pay point 4 in the Constable rank. The work of the PFEW has ensured that any affected officers and their supervisors, have been appropriately briefed and to ensure the process has not become onerous for those concerned.

The Continuous Professional Development (CPD) of members has also been a focus for the College of Policing. Consultations continue around the PDR system in Kent, but the system is robust enough to evidence our members in terms of CPD. Separately, PFEW have engaged Skills for justice to accredit the training that is provided to Federation Representatives.



## Funding and finances

Summary of financial accounts, public value and supporting local charities.

Our Federation membership at the end of 2016 was 3220 officers, with the majority paying the optional monthly subscription of £21.58 per month. This monthly subscription has not been increased over the past four years. At the moment the local branches collect subs of which 30% is retained to run the local branch, the rest goes to Leatherhead. The next year will see a major change in the fiscal workings of Federation where all subscriptions will go directly to Leatherhead and then distributed to local branches after submission of local operating budgets. Within Kent, our accounts are examined by trustees at least four times annually and are independently audited by George Hay and Co are then sent to the Chief Constable as is required under regulations.

Kent Police Federation made a number of charitable donations throughout the year. These are approved by the Joint Branch Board and totalled just over £3000. For example, Kent federation has donated to and continues to support The Rupert Charity. This charity exists to support the widows, children and mothers of officers of the Royal Ulster Constabulary and to recognise their sacrifice in the cause of peace in Northern Ireland

Challenges remain regarding the financial future of the Police Federation of England & Wales. With the reduction of police officers, no subscription increases, reduction of subscription payments from new recruits and mounting legal costs we need to ensure that the Federation is efficiently and effectively run and we continue to engage with the Federation nationally regarding this.

## Member services discounts and insurance schemes

The Federation has travel insurance and RAC breakdown cover and members should check the Kent Police Federation website for full details. In addition there is the Force Group Life Assurance Scheme which is run and administered by the Kent Joint Branch Board. The scheme is underwritten by the Canada Life Insurance company through our brokers George Burrows. In addition to the main scheme, there is also the extended "spouses / partners scheme." Included within the cover is membership of a Critical Illness plan, which provides a payment to members who are diagnosed with a critical illness as defined by the policy. In the sad event of a member covered under the scheme being diagnosed with a terminal illness where life expectancy is less than 12 months, the scheme also allows for up to 20% of the final death benefit to be paid to the member in advance. Both schemes can be continued into normal retirement and up to the age of 65 years when the member (and spouse) leave the extended scheme and automatically pass into the 65-69 scheme unless the member opts out.

ity of civil claims and has secured compensation both civilly and through criminal injuries compensation. In addition, Peter administers the group life insurance scheme ensuring members have access to affordable life cover securing future financial security for an officer's loved ones.

Police pensioners can cover themselves (in our extended scheme) for a death benefit and the Pensioner spouses' scheme offers a pay out of for a monthly premium. The 65-69 scheme has a death benefit for both retired member and spouse for respective monthly premiums.

It is important to note that the schemes are administered under a trust deed. The disbursements of the death benefits are at the sole discretion of the Trustees. The Trustees have a legal duty to comply with their obligations under the Trust deed, and in accordance with the Trustees Act 2000. It is therefore extremely important that members of these schemes inform the Kent Police Federation Office of the details of their nominated beneficiary AND update the office if for whatever reason they wish to change their beneficiary. Furthermore, because of the trust status of the scheme, members are advised not to incorporate details within their wills. The person currently administering the scheme within the Kent Police Federation Joint Branch Board office is Peter Harman.



## Thank you and a plea to get involved...

I'd like to take this opportunity to say thank you to those who perform the Fed Rep roles across the force.

It is additional workload on top of busy jobs, often dealing with complex issues whilst supporting colleagues at a time of distress or anxiety. It isn't easy, but it is often rewarding, knowing that you have helped someone at a critical time in their careers.

I firmly believe that police forces in general cannot function effectively without efficient force level Federation representation, assisting staff and providing feedback on numerous issues to their force.

For anyone considering becoming a Federation Rep, contact the office or speak to your local reps, it's always good to see more people getting involved.

Chris Carter  
Chairman  
Kent Police Federation



**Fed reps  
fight your corner**

- support you through challenging times
- have the skills and knowledge to help protect your rights
- are your voice locally and nationally

**POLICE  
Federation**



## Contact us

If you have any questions, please call 01622 652250

Check out the website: [kentpolfed.org.uk](http://kentpolfed.org.uk)



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