

Kent Police Federation

Annual Report 2017/18





Chris Carter
Chairman



Dan Pearce
Secretary



Les Bingham
Treasurer

There has been a delay to the publication of the annual public value report this year while elections at all levels of the Federation across England and Wales have taken place. Elections at force levels have concluded and so I felt now was a good time to publish this report.

For Kent Police Federation it has been a year of change, with Dan Pearce coming in as General Secretary in September 2017, to replace Mike Roberts who retired, and Les Bingham arriving to replace Tim Packham as treasurer. Tim has moved on to the national treasurer role and we wish him every success in the forthcoming regional and national elections.

Local federation elections were complete at the end of May 2018 with me remaining as chair and Dan and Les remaining in their respective posts and Andy Rhodes continuing as vice chair. It is a positive to see this continuity for the foreseeable future.

Last year I presented a number of priorities, including stress and the mental health and wellbeing of staff generally. Much work continues around this but significantly we have seen our ideas such as the chief officer's impact statement introduced within the force, providing support to our members who have been assaulted, to show how seriously we need the courts to take assaults on police officers. In addition, we are being given the opportunity to present ideas to the health and wellbeing forum around stress recording and how we can help officers earlier rather than waiting until they go sick.

Another priority was misconduct and performance matters. It is fair to say the workload is increasing as the standards of professional behaviour are applied in 'ever greater degrees' to 'off duty' conduct and in what appears to be ever greater numbers for 'on duty' issues. To this end, we have significantly invested on our members' behalf in this area.

We are employing a full time conduct and performance lead, Pete Stevenson, who brings with him years of experience in misconduct issues from the Metropolitan Police. This is a key appointment that will benefit Kent Federation members hugely.

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

In addition, Kent Federation also now provides free legal insurance for all subscribing Kent Federation members. This insurance provides extensive cover and in particular for many instances where national federation financial support may not be available. This is a significant investment but a real benefit to Kent members.

Looking ahead, work will continue around improving recording of workplace stress, including looking at earlier preventative help for officers and staff. We are also looking to improve the Post Incident Procedure cover provided by Kent Federation, with more reps trained and a better call out system provided. We will also engage with the force around 'where next for the force culture'. At a national level, we will push for continued funding for the UK Police Memorial, continue to argue for better protection in law for officers who are assaulted and for those who are pursuit trained to have their training recognised in law.

Kent Police Federation structure

We have delivered a new structure with many new federation reps across the force. I'm very proud to say that as a local branch, Kent Federation was one of the best prepared and this is down the very significant input and work of both Dan and Les from the day they came into their respective posts.

There are three full-time officials: **Chris Carter, Chairman** - principal spokesman Kent Police Federation, leading on health and safety and the media (including social media). **Dan Pearce, General Secretary** - PIP lead and principal negotiator with responsibility for the day-to-day running of the office and the Branch Council. **Les Bingham, Treasurer** - oversees the financial activities of the Branch Council, deputy general secretary for the Branch Council and equalities lead.

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 stability for an officer's loved ones.

Melanie Lewis, General Administrator - 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. With a third soon to join us!

Pete Stevenson, Conduct and Performance Lead – primary role is engagement with PSD, training for new reps and tactical advice for the existing conduct and performance trained reps.

North Constituency Representatives	West Constituency Representatives
Paul Cooke	Vanessa Foster
James Davey	Conrad Gerrard
Lee Nightingale	Conor Henry
Rob Spain	Giacomo Marshall
Jamie Spencer	Habib Rehman
Paul Stoner	Jake Rendall
Sandy Taylor	Stephen Rudden
Simon Wright	Perry Wraight

East Constituency Representatives	Tactical Operations Representatives
Jon Bowler	Samantha Appleby-Pepper
Simon Drew	Aaron Esdale
Gordon Etheridge	Andreas Heath
Nicholas Greenan	Stuart Mackenzie
John Harding	Scott Waller
Bev Kelsey	
Brian McKeon	
Greg McNeil	<u>Special Branch Representatives</u>
Neil Mennie	
Rhiannan Pepper	Please contact the Federation office on 01622
Tom Waller	652250 for details
Dave Ward	
Brett Wright	

Finances and supporting charities

Our subscribing Federation membership currently stands at 3243 officers, paying the monthly subscription of £21.58 per month. This monthly subscription has not been increased over the past few years.

Subscriptions go directly to PFEW at Leatherhead and are 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 and 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 Federation Council and included a £32,000 donation to the UK Police Memorial. A significant donation (the second highest by a Branch Council) but the right thing to do in showing support to those who have given everything to the police service and for the families left behind. Kent Federation also 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.

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 Branch Council. 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.

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 members and spouses 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 Branch Board office is Peter Harman.

Communications and contacts

If you have any questions you can contact us on 01622 652250.

Visit our website at www.kentpolfed.org.uk

Follow us on Twitter @KentPolFed

And Facebook – www.facebook.com/Kentpolfed

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 pictured above meeting with Helen Whately, MP for Faversham and Mid Kent, at Parliament

And finally.....

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 in their force.

Chris Carter
Chairman, Kent Police Federation