



Kent Police Federation

Annual Report 2018/19



Chris Carter
Chairman



Dan Pearce
Secretary



Les Bingham
Treasurer

I couldn't believe when I began to write this that it's the third introduction to an annual public value report (APVR) that I have done. It raised the obvious question of 'where has the time gone?' which is asked almost as often as 'what has the Fed done for me?'. I know it will continue to be asked but I thought I'd try to have a go at answering it from Kent Police Federation's perspective.

As a Kent federation we have made it a priority to ensure our members' money is invested only in ways that benefit our members. I know it sounds obvious, but it isn't about filling a gap where the force should be investing. It is about where we can add value and improve the situation for our members.

Last year we employed a dedicated member of staff (Pete Stevenson) to deal with conduct and performance issues. This is our 'bread and butter' in terms of workload and is the one thing that all federated members expect us to do for them. Pete's work has been superb, not only in helping to train and develop Federation reps across the county but also in representing our members and engaging with Professional Standards to improve working relationships. This is without question a worthy investment of our members money on their behalf.

We have also continued to provide legal insurance cover for applicable federated members in Kent. We remain one of the few Federation branches that do this, and I'm determined that we will do everything we can to ensure it continues.

Since the start of 2019 we have also invested in professional media advice and assistance to ensure that the Kent Federation voice reaches a wider more diverse audience and that it is as effective as possible in delivering for our members. I receive feedback regularly and it has been nothing but positive regarding the output, tone and content of our media and social media comments and content. It is vital that our members voices and concerns are heard, and this investment is doing precisely that.

We were also able to make a financial contribution once more to the open day for staff members and it has been agreed to do so again for 2019. This is in addition to other charitable donations to police related charities.

The Federation isn't just about the subscriptions it collects. On a daily basis it is about how we hold the police service to account and the efficiency and effectiveness



of the service to its staff and the public we serve. We engage daily at meetings within force, advising on regulations, consulting on new policy and policy changes in force highlighting problems and concerns and vitally helping to problem solve.

We continue to develop Federation representatives across the force and broaden the range of skills that they have. I can't mention all of it here but I'm particularly pleased with the increase in reps who are Post Incident Procedure (PIP) trained, improving the resilience of what we offer our members. There is no time that our members need a fed rep more than at a PIP process and having represented officers at a few PIPs I am really pleased that I could be there for them.

Finally, it's worth reinforcing the work we are doing with the force to continue to improve the wellbeing provision for our members and all staff across the force. Work continues and I hope several initiatives come to fruition within the next year, hopefully I'll be able to write about these on the next public value report.

So, I've had a go at answering the question, not sure I've done it justice, but it should at least give you a flavour of what your Federation is doing for you.

Chris Carter

Chairman, Kent Police Federation

June 2019

Finances

Our subscribing Federation membership currently stands at 3,409 officers, paying the monthly subscription of £21.58 per month, with officers in their probation paying a reduced amount in each of their first two years. This monthly subscription has not been increased over the past few years.

Subscriptions go directly to the Police Federation of England and Wales (PFEW) head offices 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 Police Regulations.

Member services discounts and insurance scheme

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 Personal Accident & Critical Illness Insurance 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 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.

Federation Office Staff

There are three full-time officials:

Chris Carter, Chairman – principal spokesman Kent Police Federation, leading on health and safety and the 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, Detectives Forum member and Equality lead.

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

Peter Harman, Office Administrator – has represented police officers through the ill-health retirement process and at the appeal stage. On several 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; if 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.

Pete Stevenson, Conduct and Performance Lead – his primary role is engagement with PSD, training for new reps and tactical advice for the existing conduct and performance trained reps and he has also successfully represented a number of Kent members over the past few months.

North Division Reps	West Division Reps
Lee Nightingale	Conrad Gerrard
Rob Spain	Conor Henry
Jamie Spencer	Giacomo Marshall
Paul Stoner	Habib Rehman
Sandy Taylor	Jake Rendall
Simon Wright	Stephen Rudden
Vanessa Foster	Perry Wraight
Karl Mitchell	

East Division Reps	Tactical Ops Reps
Jon Bowler	Samantha Appleby-Pepper
Helen Darby	Aaron Esdale
Simon Drew	Andreas Heath
Gordon Etheridge	Stuart Mackenzie
Nicholas Greenan	Rhiannan Pepper
John Hancocks	Scott Waller
John Harding	
Bev Marshall	
Greg McNeil	Special Branch Reps
Neil Mennie	
David Ward	Please contact the Federation office
Tom Waller	on 01622 652250 for details
Brett Wright	

Thank you for taking the time to look through this APVR. The information is useful and it's a simple way of summarising what has been going on.

It's also one opportunity for me to say thank you to those who are Federation representatives in Kent. It's not an easy task at times and it's all done in addition to ever increasingly demanding day jobs.

When we get a chance to meet as a Kent Federation, I see an increasingly engaged and capable set of fed reps, willing to offer comment and solutions and vitally a desire to help Kent Federation members and I thank them for the work they do.

Looking ahead we will engage with the force around policies covering mileage, how we feedback nationally on the problems with the way the South East allowance is funded, the way misconduct is applied and dealt with particularly with new regulations on the horizon, continued improvements to wellbeing provision and liaison around getting the best out of the PDR/appraisal system in force.

As a Federation we will continue to invest in our reps in terms of training and in the Federation office at Maidstone to ensure that it is fit for purpose for our members for years to come.

Chris Carter

Chairman, Kent Police Federation

