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

**Assistance with a payment for an initial private medical consultations of up to £250.**

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

*The types of scenario’s where this grant is envisaged is where a member has been to their GP, and has been referred to see an NHS consultant but the delay between the referral and the NHS appointment is a long period (more than 6 weeks.) You will need to be able to provide evidence of the NHS delay because making a private appointment as we cannot support contributions towards any private healthcare unless it meets all our criteria. Please speak to the Benevolent fund office before making your private appointment, or risk any funding not being agreed.*

**Assistance with a payment towards a private diagnostic scan of up to £250.**

*Whilst the fund does not generally contribute towards any private healthcare other than the scenario outlined above, there is one other thing that we are happy to contribute towards, and that is diagnostic scans, including MRI’s, CT’s and Xrays. There is no requirement for a delay period to receive our support towards a private scan. If you decide that you wish to have your scan done privately, you can book it, pay for it, send us a copy of the invoice and we will contribute £250 towards the cost of an MRI or CT, or 60% of the cost for a private Xray or ultrasound.*

**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 or are required to attend hospital for treatment/ therapy or ongoing checkups, and also extends 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, reading devices and seizure alert monitors.*

**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, when they accrued their debts (particularly relevant to new joiners) their ability to repay any loan and the risk to the fund. An applicant for a Benevolent Fund loan will need to provide documentation to support their extreme hardship claim, but if granted, 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 £2,500**

*This grant, currently valued at £2,500 is available to all serving and retired Police Officers and to all serving Staff Members who are subscribers to the fund. In the event of the death of a member, the grant will be paid to the next of kin or to any other appropriate person and is intended as a contribution towards the cost of a funeral. It can also be paid to the member in the event that his/her, spouse/partner, dies before they do, or in the event of the death of a members child under the age of 19. Every member is entitled to a single grant.*

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

*Your Benevolent Fund subscription includes a contribution of 87p to the Gurney Fund for Police widows & 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 Benevolent Fund to all children under the age of 18 of either Police Officers or Staff members who have passed away under any circumstances. This also applies if it is the members spouse/partner who has passed away leaving the children with the member.*

**Police Rehabilitation Centre/Flint House.** (N/A to most 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. Please check the Flint House website for further details on the facilities and treatments available.*

 *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 claiming such expenses can be downloaded from the Benevolent Fund Website* [*www.kpbf.org.uk*](http://www.kpbf.org.uk)*.*

*From 1st September 2016 the subscription to The Benevolent Fund and Flint House are now shown as two separate deductions on members payslips.*

*Flint House have amended their membership rules and will now allow PSE colleagues in specified roles ( PCSO’s and DDO’s) along with members of the Special Constabulary to subscribe and attend the centre for treatment. Whilst Police officer donations are collected from salary, PSE’s will need to set up a Direct Debit directly with Flint House. See Flint House website for more details.*

 *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 on their website.*

**Gurney Fund & Police Care UK (formally Police Dependants Trust** (donation applies to serving Police Officers only).

*A total of 99p of the monthly donation of £3.60 to Kent Police Benevolent fund is sent directly to these two Police charities (87p & 12p respectively.) Police Care UK supports Officers, Staff members and/or their families who have been killed or injured in the course of their police duties. The Gurney Fund supports the families of our fallen Police colleagues focussing particularly on their children. Both these charities cover all the UK forces whereas KPBF cover just colleagues from Kent. See* [*www.gurneyfund.org*](http://www.gurneyfund.org) *&* [*www.policecare.org.uk*](http://www.policecare.org.uk) *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**

*The Benevolent Fund hold an AGM, 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 a membership form available at, www.kpbf.org.uk . When completed return the form ( via email will suffice) to the benevolent fund office. We will then make the appropriate arrangements with Payroll to take your monthly subscription 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. The 12 month period does not apply to those joining at the very start of their service or shortly thereafter.*

**I’ve been in Kent Police for a while but never joined before, can I do so now?**

Yes, but the 12 month subscription period applies before any benefits can be paid.

***Contact us***

*If you have any questions about the Benevolent Fund, please email call Gary Sutton or Debbie O’Neill in the Benevolent Fund Office on* *office@kpbf.org.uk*

*Or you can leave a message on* ***01622 653066*** *(internal* ***19-3066****) or mobile 07375 257 248*

*The benevolent fund staff are part-time home based workers, any messages left on the office number will be redirected to them.*