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Insight is the magazine of Merseyside Police Federation. Its purpose is to keep our members informed on all that their Federation is involved in, to stimulate debate on relevant issues and promote member services. The views expressed in the magazine are those either of its component Boards, officers or representatives, unless otherwise stated. Contributions may be sent in confidence to the Editor, (who reserves the right to amend or edit all material as necessary, where possible with the consent of the contributor) at: Insight, Merseyside Police Federation, Malvern House, 13 Green Lane, Liverpool, L13 7DT. Federation telephone numbers: +44 (0) 151 777 7500-04 or +44 (0) 151 259 2535. Federation Fax number: +44 (0) 151 228 0973



Green Lane Editorial

As if by prophecy in the last Editorial we spoke about impending changes for the current Chief Officer Team. Less than three months later, Mr Hogan-Howe has moved on and the search for his replacement is underway.

As such this Editorial looks forward to the appointment of a new Chief Constable and to what we believe as a Federation the Force requires from that individual to take us forward.

In doing so, and as a starting point, we would look back to the very origins of the modern police force created by Sir Robert Peel. At that time the following nine principles of policing were developed, it is thought by the first and joint Commissioners of the Metropolitan Police: Charles Rowan and Richard Maine. Whilst Policing has moved on massively since that day we feel that the Principles of Policing hold true today as they did then:

The Nine Principles of Policing

1. To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment.
2. To recognise always that the power of the police to fulfil their functions and duties is dependent on public approval of their existence, actions and behaviour and on their ability to secure and maintain public respect.
3. To recognise always that to secure and maintain the respect and approval of the public means also the securing of the willing co-operation of the public in the task of securing observance of laws.
4. To recognise always that the extent to which the co-operation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.
5. To seek and preserve public favour, not by pandering to public opinion; but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour; and by ready offering of individual sacrifice in protecting and preserving life.
6. To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public co-operation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.
7. To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and that the public are the police, the police being only members of the public who are paid to give full time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. To recognise always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty.
9. To recognise always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.

During the past 20 years under successive Governments some of the above principles in our view have been lost.

The current performance regime and burgeoning targets driven from the centre have been measuring and focussing on our response to tackling crime and disorder, but not on the prevention of the same. It is our belief that as a direct result of this, public confidence in the police has been undermined, which in turn has led to justifiable criticisms regarding some of our activities.

In our view the chasing of targets and the requirement to continually evidence performance has in effect directly removed an individual officer's discretion. This has indirectly led to an increase in complaints against police (as recently reported in the Annual Report of The Independent Police Complaints Commission [IPCC])

This does not mean that we want our new Chief to end the performance culture, but we would prefer if he or she could manage one that has a different focus. One that works with the public as opposed to criminalising them, one that restores police officers' discretion to deal with incidents - without the fear that in not reporting someone they would not hit this weeks targets. One that takes a strategic review of Force and BCU performance and that does not over react to blips that might trip an area "into the red".

In order to do this we need a transformational style of management that takes colleagues with them on the journey to re-establish the principles of why we all joined the police and to make individuals proud to be Merseyside Police Officers and proud to serve the citizens of Merseyside.

In addition to tackling the performance regime and introducing a transformational management style, there are many positives introduced by Mr. Hogan-Howe that we would want the new Chief Constable to continue.

Around the country many of our colleagues are reporting that police officer numbers are falling. However, under Bernard Hogan-Howe we have continued to significantly increase our Force establishment. At the end of the day it is the front facing visible operational policing that prevents crime and disorder and clearly that cannot be achieved if police officer numbers are falling. We would seek reassurances from the new Chief Constable of a commitment to expand officer numbers.

Through the leadership of Mr Hogan- Howe we have established and maintained a very clear defined role for Police Community Support officers and other operational support staff. This is not the case around the country where increasingly Police Managers are looking to expand the role of a PCSO to manage their own operational demands.

Mr Hogan- Howe demonstrated that he understood the functions of operational policing and ensured that PCSO's were clearly designed to be in addition to rather than instead of police officers. It is essential that a new Chief Constable maintains this and does not bow to pressures to allow mission-creep and the

inappropriate deployment of PCSO's, leading to unfairness for police officers, PCSO's and ultimately reducing the service we provide to the public.

In terms of the 'Wellbeing' programme significant strides have been made. We are aware from the requests we get at the Federation Office from other Branch Boards that we have led the way on the initiatives to improve officers' health and work life balance. This is something that we must not lose a focus on and something that we would expect a new Chief Constable to commit to, build upon and continue as a duty of care to their staff.

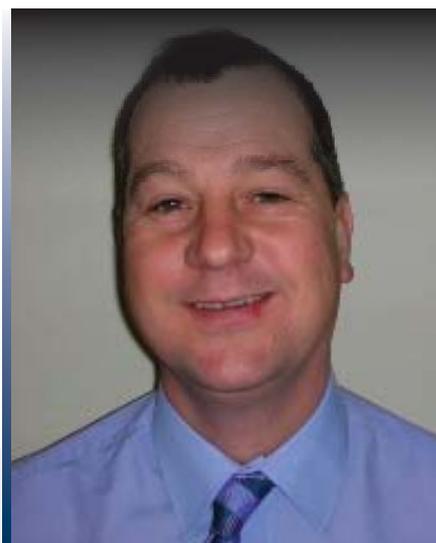
The commitment to provide first class facilities' and new police stations is essential and demonstrates to colleagues that they are valued. This will positively boost morale which in turn will enhance performance. We must never again subject our officers and staff to inadequate buildings and facilities through a long term lack of investment in our estates.

In terms of Officer Safety and the use of technology Mr Hogan-Howe has been extremely supportive and whilst other Forces wrestled with dithering Police Authorities over the roll out of Tasar the only question in our Force has been "how quickly can I get it out to front line staff?"

In return for delivering the above a new Chief Constable can be assured that he or she will be joining a Force that is successful, one that has demonstrated its commitment to serving the public of Merseyside and one that has shown it can and does deliver.

They will find here a Police Federation that is prepared to challenge and will not always agree with them. (We will let them know when we do not). But equally one that is always willing to acknowledge when things go well and to work with them to deliver the service to the public and do the best to look after its members.

All the above present considerable demands and are set against a backdrop of an extremely difficult financial climate. (With the main political parties threatening swingeing cuts in public spending.) However, if we are to deliver the principles of policing in Merseyside, Senior Officers and Staff Representatives must come together resolved to work as one team and not shy away from the challenge and opportunities ahead.



Message from the Treasurer

Group Insurance Scheme

Tendering Process

This important announcement relates to the fact that we are tendering the scheme for the first time in over ten years. We have invited two companies to tender for our business. One is our current provider, Roland Smith / PMAS.

We believed the time was right to tender to ensure we are providing the best possible product and service to our members. We have asked both companies to tender against the exact same specification. Whichever way we decide, there will be a significant improvement on the scheme we offer, with many improved benefits, and some exciting new components. This includes both the scheme we offer to our current members, and also some significant improvements to our scheme for retired members, which will include a right of passage into the scheme. We will keep you informed of the progress of our tender process, and we are likely to reach a decision in mid November. The new scheme will commence on the 1st of April 2010.

Travel Insurance

This is very important information about the travel insurance component of the Group package. All Insurance policies contain terms and conditions and Travel Insurance is no different. It is easy to become complacent about the travel insurance and think it covers everything but, whilst it is year round cover, and all you need to do is print off the documents from our web site before you travel, not reading the conditions could leave you in serious difficulties. Within the policy (and all travel policies) are some very important terms and conditions, particularly relating to pre-existing conditions. Whilst we cannot bring all of the terms to your attention, one in particular is often overlooked so I am reproducing it for you below:

It is very important that your travel policy provides adequate cover for your trip. To ensure that it does, and for your peace of mind, you must tell the insurer about anything which could give rise to a claim, particularly where your own health is concerned or the health of any person on whom the trip depends whether they are travelling with you or not. You can contact the insurance company's medical assessors on 0845 643 2634. Failure to declare any medical conditions to the insurer may leave you with no right to make a claim and may mean you travel with insufficient cover.

The key to this is if you have a relative who has an illness or who has a medical condition that could cause you to cancel a holiday or curtail a holiday to travel home then you should contact the Insurers medical assessors on the above number. If they refuse cover then please contact the Federation Office as we may still be able to help you.

Spouse / Partner Life Cover

I would also like to point out to you the benefits and incredible value of our spouse / partner life insurance. It costs £3.79 per month for £50,000 life insurance. We have noticed a slow decline in numbers over a period of time, but this is something you should make a priority. Whilst you will probably think of making sure your families are covered in the event of anything happening to you, please make sure you consider the implications if anything should happen to your spouse / partner.

The Police Federation provides extensive support to bereaved families of our members. This ranges from practical to financial. It is horrible for us to discover that individuals have not been insured. Please have look at your situation and make sure you and your family are adequately covered. Check your payslip – if it is not shown separately as a £3.79 deduction YOU HAVE NO COVER!

Beneficiary Nomination forms

In the event that something happens to you or your partner/spouse we look to your Beneficiary Nomination form for your direction on who should benefit from your cover.

It is important that you remember to keep your Beneficiary details update with us. If you have married/remarried, have had a family, moved in with your partner, whatever your circumstances you need to ensure that your Beneficiaries' are kept up to date. If you are unsure if you have completed a recent Beneficiary nomination form call our office extn. 77500 and we will confirm for you. If you know you haven't or your circumstances have changed you can call and request a form or download one from our website (www.merpolfed.org.uk).

The Trustee's do their best to ensure that your/your partners final wishes are met but if your beneficiary forms are not up to date benefits may go to those whom you no longer have a relationship with or whom you would prefer no longer benefitted from your cover.

Poll on the Website

Please participate in our monthly poll on our website – it is about the Group Scheme and asks three simple questions. Please let us know your views as it helps us develop the product.

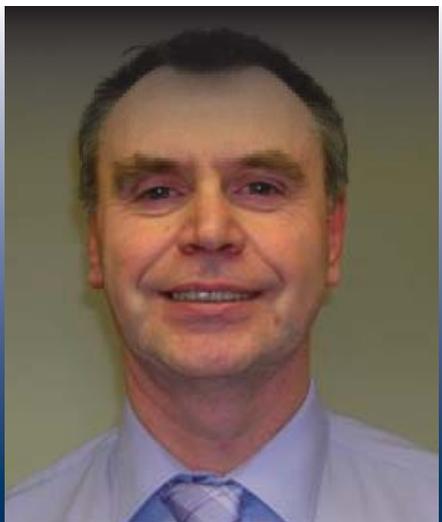
Our 'Package of Support'

We believe we offer a first class service to our members, and we represent you to the best of our ability and to a high standard. To enable us to represent you fully, you must be in all of the three schemes we offer:

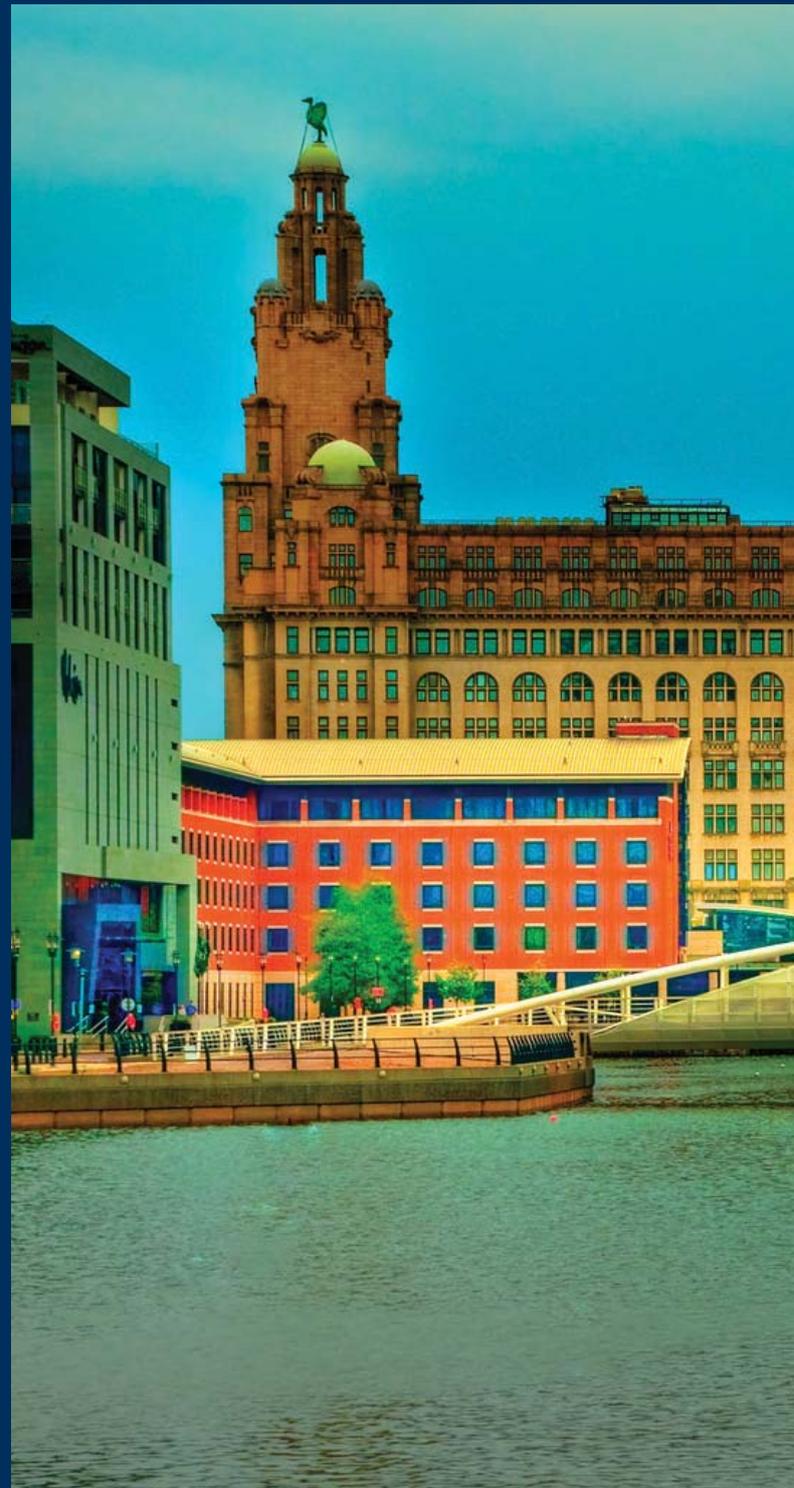
1. Police Federation
2. Northwest Police Benevolent Fund
3. Group Insurance Scheme.

If you are not in any one of these components, in many cases, we cannot represent you fully, and this leaves a huge gap in your support available from us.

We annually contact members who are not in either the Group Insurance or Benevolent Fund, pointing out to them the risks of not being in the schemes, and the benefits of being in. We often get members approaching us with financial difficulties, and our first port of call is to refer them to our financial advisors and accountants, Kinsella Clarke. They are retained by us for a small premium on the Group Scheme. Members get access to a chartered accountant to assist them. Sometimes, Kinsella Clarke will suggest an approach to the Benevolent Fund, and this will be supported by a full report and analysis for an individual. If you are not in these schemes, you will not have access to either Kinsella Clarke, or the Ben Fund. Very soon, we will be having a campaign to recruit the non-members of these schemes, and after that the answer to individuals approaching us is going to be a firm NO. Some members make financial choices to withdraw from the schemes, but frequently, they are the schemes that can most assist. If you do ever consider withdrawing in the future, please give us a ring first. We can probably assist you in ways you have not considered. Whatever you do, don't pull out of the schemes that can assist you most.



Paul Kinsella is Treasurer of Merseyside JBB he can be contacted via the Federation office on **Ext 77500-04** or through Federation.Office on lotus notes.



Please check out details of all of our schemes on our website:
www.merpolfed.org.uk

From The Secretary PNB and Local Negotiation Matters **Police Negotiating Board**

The second part of the three year deal is about to hit pay packets. The rise is 2.6%. The Retail Price Index of Inflation was at -1.4%. So, in real terms we have received a 4% increase in wages over the RPI rate of inflation.

The third part of the three year deal is due to be implemented next September. Both the Conservatives and Labour have committed themselves to honouring the three year deal in full.

Since our last update we have won the case to introduce a national on-call allowance. We are waiting to see how this will be implemented.

Temporary salary and temporary promotion

PNB Circular 08/4 has been issued and HOC 18/2008 was published on 28/08/08. The Home Office has prepared draft determinations to put into effect PNB 08/4 and Staff Side has provided comments.

The overall approach adopted to implement the agreement is as follows:

- Acting up allowance is introduced. This is based on the current temporary salary provisions and modified to provide that with limited exceptions a 56 day limit on acting up will apply. The 56 days is made up of 10 qualifying days and 46 days of the allowance being paid.
- At the 56 day point an officer will be temporarily promoted unless there are exceptional circumstances at which point an officer will be entitled to receive a temporary salary.

This approach avoids the need to amend the Promotion Regulations and the Police Pensions Regulations. In relation to the pension position, the intended outcome of the additional remuneration for acting up not being pensionable and the additional remuneration for temporary promotion being pensionable is achieved by acting up being remunerated by an allowance (which is not pensionable) and temporary promotion being remunerated by a temporary salary (which is pensionable). Temporary salary after day 56 is also pensionable.

Fertility Treatment

This item has been referred to the Gender Equality/Work Life Balance working group. The working group is producing draft Guidance on Managing Maternity and related issues including fertility treatment. At the January 2009 PNB meeting the draft Guidance was agreed in principle and the working party delegated with authority to approve the final version. However, the working party has yet to reach any final agreement in relation to the draft Guidance.

In relation to fertility treatment the following wording has been agreed between the Sides: - "Time off for police officers undergoing fertility treatment should be dealt with fairly and reasonably by Forces. This can be a difficult period both physically and psychologically for officers. Police Authorities/Forces are encouraged to make supportive time off arrangements for police officers undergoing fertility treatment and to provide them with reasonable time off outside of the Force sickness absence policy".

Background: A claim was submitted on 31 January 2007 seeking up to 7 days paid leave in any one year to an officer undergoing fertility treatment and up to 3 days paid leave in any one year to an officer supporting their partner undergoing fertility treatment. The Official Side do not believe there should be a nationally prescribed level of leave. The Official Side stated that they would be prepared to agree working that encouraged forces to provide reasonable time off for police officers.

Work and Families Act 2006/Sex Discrimination Act 1975 (Amendment) Regulations 2008

This item referred to the Gender Equality/Work Life Balance working group and has been dealt with through the Official Side letter of 29 October 2008 and the Staff Side response of 16 March 2009. The reckonability of service for purposes of pay, pensions and leave needs to be translated into regulations and backdated for women whose babies were expected on or after 5 October 2008. A draft PNB circular has been produced, which has not yet been agreed by the Official Side. This matter will be discussed at a Technical Working Group meeting on 21 September 2009.

Background: The Sex Discrimination Act 1975 (Amendment) Regulations 2008 clarified that there should be no distinction between a woman's entitlement to certain benefits during Ordinary Maternity Leave (OML: the first 26 weeks of maternity leave) and Additional Maternity Leave (AML: the second 26 weeks of maternity leave). Staff Side is therefore seeking 52 weeks maternity leave to be reckonable for pay, pensions and leave purposes for all police officers. The claim was submitted on 1 February 2007.

Maternity Pay

This item has been referred to the Gender Equality/Work Life Balance working group. Staff Side wrote to the Official Side on 8 December 2008 with proposals for an alternative payment structure for maternity leave and discussions on this are ongoing. The Official Side wrote to the Staff Side on 21 July and the Staff Side responded on 28 July 2009 on a number of maternity related issues. Disappointingly, the Official Side letter

did not address Staff Side's proposals to change the format and extent of maternity leave and pay for police women. The Staff Side intends raising this item at a technical working group meeting on 21 September 2009.

Background: The Staff Side submitted a claim at the PNB meeting held on 17 October 2007 for an increase to occupational maternity pay from 13 to 26 weeks. The Official Side has said they are not minded to agree Staff Side's claim, although have indicated they may put forward proposals in relation to a small increase in occupational maternity pay and/or redistributing occupational maternity pay over a longer period.

Part-time Inspectors and above – Pay

In January 2009 the Official Side indicated they had received legal advice on this matter and remained unconvinced by Staff Side's arguments. At the Gender Equality/Work Life Balance working group on 9 March 2009 the Official Side stated that given that there were claims pending against the MPS in respect to part time Inspectors pay they would await a decision from the Employment Tribunal. The item was therefore removed from the agenda of the working party.

Staff Side have received legal advice recommending that the issue be tested in the High Court as an equal pay claim. Research has been carried out to consider the discrepancies between what forces currently do. It is anticipated that litigation will formally commence in September.

Background: An issue has arisen at Joint Secretaries via a request for guidance from Herts Force. Herts have stated that they do not currently pay part-time Inspectors for any time worked over and above their agreed hours. The Official Side asked that we provide them with an explanation as to why part-time Inspectors are hourly paid to help them in their discussions with their colleagues. A letter was forwarded to the Official Side on 7 December 2007. Staff Side have indicated that they are willing to negotiate a change to regulations so that part-time Inspectors are only paid up to a maximum of 40 hours in any one week.

Mutual Aid

The joint working party was due to have met on 7 July but the Official Side asked for the meeting to be cancelled as they had not had time to produce a paper on their proposed remuneration arrangements.

The second meeting of the Mutual Aid/Held in Reserve Joint Working Party took place on 8 September 2009. Prior to this meeting the Official Side had sent a draft ACPO paper setting out their proposals for remuneration; in summary this suggested that the current Hertfordshire agreement should only apply for the first 48 hours of an emergency/spontaneous deployment, and that in all other cases officers should be paid for the actual hours worked. Staff Side made it clear that they

would oppose these proposals. A further meeting has been scheduled for 3 December 2009, prior to which the Official Side is due to produce a further paper setting out a cost analysis of mutual aid.

Background: This item originated in the Federated Ranks Committee and was expanded to include the Superintendents and is now on the agenda for the Full Board. A Staff Side working party was set up to look at revising the current provisions for Held in Reserve under a new banner of a requirement to sleep in a designated location. The working party produced a proposed set of principles that would govern situations where members were required on a policing operation and were unable to return home to sleep. These were submitted to the OS on 15 June 2009. In addition, the Official Side wrote to propose that a joint working party be set up to review 'the current arrangements for payments to officers to make them more appropriate to the types of mutual aid that Forces now more regularly provide to each other in a range of circumstances.' This was agreed at the Federated Ranks Committee meeting in January 2009. The first meeting of the joint working party took place on 15 June 2009.

Housing Allowance – reduction when shared between couples

The Official Side has stated that it has little sympathy with this claim. At the last PNB meeting Staff Side reiterated their concerns about the financial loss that was incurred when officers of different ranks shared accommodation. Subsequently, the Staff Side Secretary wrote to the Official Side on 30 July 2009 with a proposal to address this anomaly, suggesting that rather than the housing emoluments of both officers being halved they could elect to retain the higher allowance and forego the lower one. A response from the Official Side is awaited.



From The Secretary PNB and Local Negotiation Matters **Police Negotiating Board**

Background: A proposal was received from CPOSA in June 2008 citing the case of an ACPO officer and an officer from the federated ranks. Staff Side agreed that the Secretary should write to the Official Side with a view to progressing an anomaly whereby a shared housing allowance between a couple of different ranks was less than if the higher rank officer lived alone or the spouse retired and rejoined. Staff Side feel that this issue should be dealt with in the same way as part-timers and that this is potentially discriminatory against marital/cohabitation status. Staff Side wrote to the Official Side on 20 October 2008 and 23 March 2009.

Part-time workers – free days to be treated as rest days

No change since the last meeting. This item has been referred to the Gender Equality/Work Life Balance working group. The Official Side has indicated that it would like to consider this claim in conjunction with its own proposal in relation to VSAs and the discussion about the payment of overtime to officers who work part-time. A technical working group is due to meet on 21 September 2009 to discuss issues relating to part-time working.

Background: Staff Side submitted a claim at the PNB meeting in April 2008 for duty performed by a part-time Constable or Sergeant on a free day to be compensated in all instances in the same manner as if it were a rest day.

Standby/On Call

This item was referred to arbitration on 10 February 2009. A hearing of the Police Arbitration Tribunal took place on 3 July 2009 and the decision of the PAT was received on 6 August 2009. The PAT ruled in favour of the Staff Side as follows:

“The Tribunal is persuaded that an on-call allowance, determined at national level, should be introduced. The details as to the form of nationally determined recompense such as the level or levels, conditions, date of introduction, and any PNB framework of principles or guidance for the operation of on-call, are to be subject to negotiation between the Sides.”

Background: This claim sought an on-call allowance to be paid as follows: for any period of on-call on a duty day, a daily allowance at the rate of 0.1% of basic pay (subsequently revised to basic pay of a five year constable), for any period of on-call on a weekly rest day, public holiday or free day, a daily allowance at the rate of 0.2% of basic pay (of a five year constable) and, should an officer be required to be on-call on an annual leave day (which Staff Side assert should be avoided wherever possible), a daily allowance at the rate of 0.5% of basic pay (of a five year constable).

Variable Shift Arrangements

The Official Side has referred this item to the Gender Equality/Work Life Balance working group and gave a presentation to the meeting of the working group on 28 May 2009. It was agreed that a technical working group should be set up to begin to look at developing a good practice guide to forces.

To help the Staff Side in their discussions with OS a JBB questionnaire was issued asking JBBs to provide information on VSAs in their force.

The first meeting of the Technical Working Group took place on 8 September. There was a useful discussion around the draft guidance on resource management produced by the Staff Side, and it was agreed that further work would be undertaken on a joint basis to produce a final condensed version, which hopefully will be ready in time for the next meeting of the Gender Equality/Work Life Balance JWP on the 12 October 2009.

Background: The Official Side are seeing a change to regulations whereby Chief Officers only need to consult JBBs rather than seek their agreement on changes to VSAs. The Official Side postponed the conciliation hearing that was set for 10 October 2005. They stated that they would raise the issue within the context of the discussions on pay reform.

Probationers' Pay (First Increment) – IPLDP

This item is still at conciliation. The Staff Side and Official Side had agreed to await the publication of an NPIA report on the operation of IPLDP at the local level before arranging a further meeting to resolve this matter. This was finally received in January 2009.

A conciliation meeting took place on 18 June 2009 at which it was agreed that the Joint Secretaries would look at developing robust guidance to forces on the payment on the first increment to student officers. Staff Side has prepared draft guidance and a response from the Official Side is awaited.

Subsequently, at an IPLDP Central Authority meeting on 18 August 2009 it was agreed that:

- ❑ 'on completion of initial training' (as per Reg 24) is defined as meaning when an officer is deemed competent for independent patrol;
- ❑ IPLDP Central Authority would provide clear guidance on how competence for independent patrol is defined by the new qualification;
- ❑ IPLDP Central Authority to identify the maximum time period the stages of the new qualification should be achieved within; and

On identifying the maximum time period, this recommendation is placed within the IPLDP Handbook for Forces to utilise.

Background: At the PNB meeting in July 2006, Staff Side tabled a claim in relation to probationers' pay. This claim proposes that the determinations be amended to give effect to the first pay increment "upon commencing independent patrol or after 31 weeks, whichever is earlier". Staff Side is of the view that this is required as a result of the new probationer training programme – the Initial Police Learning and Development Programme (IPLDP).

A useful meeting took place on 3 April 2008 with ACPO and Home Office representatives at which a shared understanding of the extent of the problem as well as agreement as to the best way forward was reached. The Official Side wrote to Staff Side (letter received 9 April) detailing how the matter could be taken forward and asked Staff Side to withdraw their claim as currently worded i.e. linking the payment of the first increment to a specified time. However, whilst Staff Side have accepted that payment of the first increment should be based on officers achieving competence, rather than time served, Staff Side remain of the view that the wide variations that currently exist between forces, with regard to the payment of the increment, are not acceptable. Therefore, Staff Side do not feel it is appropriate, at this point in time, to withdraw the claim but are content with the direction of the joint discussions and are hopeful that we can resolve the matter in a way that is acceptable to both Sides as swiftly as possible.

The OS wrote to Staff Side on 29 October 2008 to provide an update on the IPLDP stock take and discussions that had taken place at the Central Authority. In that letter the OS stated that the stock take report was due to be presented to the Central Authority in November 2008 and that it was 'likely to propose a maximum of 35 weeks at which all forces should have their student officers at the standard competency level. There is an acceptance that with the move to accreditation of prior learning, there will be those who reach that level much earlier The OS believes that there will continue to be variances in the point at which the second increment will be awarded.' In the event, when the stock take report was published it made no mention of any time limits. It is Staff Sides' understanding that agreement was reached at the Central Authority that all student officers would be signed off for independent patrol by 35 weeks maximum, providing they meet national standards. However, as the stock take was still going on at the time and there was also a proposal that 32 weeks could be the norm it was agreed not to put anything in writing at that stage. Unfortunately, at the meeting on 18 June, the OS expressed surprise that the Staff Side believed it had reached an agreement for 35 weeks (if not earlier). The ACPO representative at the meeting stated that the NPIA would not be seeking to impose a process on forces; forces would continue to have flexibility in terms of how IPLDP is delivered.

The OS remain reluctant to change the wording of the pay determination at this time. However, in an attempt to make some progress on this matter it was agreed that the Joint Secretaries would look at developing robust guidance to forces on the payment on the first increment to student officers.

DTI Statutory Leave Consultation – statutory holiday entitlement

No change since the last meeting. The Side Secretaries hope to be able to issue joint guidance to forces/authorities instead of amending Determinations, but draft guidance is still awaited from the Official Side.

Background: This item relates to the Government's announcement that statutory holiday entitlement will increase to 4.8 weeks (ie, 24 days if a 5 day week is worked), inclusive of public holidays, from 1 October 2007 and 5.6 weeks (ie, 28 days for a full-timer working a 5 day week) from 1 April 2009, pro-rata for those working part-time.

Compensation for a requirement to work on a rest day or free day within a period of annual leave

This has been referred to the Gender Equality/Work Life Balance working group.

Background: Staff Side submitted a claim at the PNB meeting in April 2008 for the same level of compensation be awarded to rest days and free days that fall within an annual leave period as that currently provided for annual leave days and days in lieu of overtime. The Official Side have indicated that they are not enthusiastic about this claim.

Public holiday and rest day working for Inspecting ranks

At the Staff Side meeting on 22 July 2009 it was agreed that it was no longer necessary to continue to defer this claim pending the outcome of the PSNI allowance review, as that review is now continuing until the later part of 2010 with a decision being made in 2011. This item will therefore be discussed more substantively at the next Staff Side meeting.

Background: SPF proposal that Inspectors should receive one and a half day's leave in lieu for each rest day cancelled and two day's compensation for each public holiday worked.

Local Issues Group Insurance

It has been over ten years since the Branch Board took an overview of the benefits of the Group Insurance Package and following a review by the Executive Officers a decision was taken that the package would be revitalised and the opened for tender. We have explored the market and the only viable options are the current providers PMAS (formerly Roland

Smith) and Philip Williams. We have therefore invited both companies to tender for the Insurance package. The timescale and process is that the companies will present to the Full Time Officers, Deputy Treasurer and Trustees in November. The recommendation from the above group will be brought to the November Statutory Meeting for final ratification with the amended scheme commencing from April next year.

As well maintaining the current benefits we are seeking the following major changes:

1. Increase in Life Insurance benefit to a minimum of £100,000 with consideration for further increases at rates of £10,000. To include a simplification of the Terminal prognosis benefit which pays 20% of sum assured.
2. Increase in Critical Illness cover to a minimum of £10,000 with consideration for further increases at £5,000
3. Change in Half Pay benefit from a standard £50 per week to a 20% of salary
4. Hospitalisation Benefit
5. Emergency Dental Treatment
6. Homecare provision covering a home utilities package i.e. boiler repair etc
7. Increases in personal accident benefit
8. Right of passage to retired scheme without recourse to previous medical history.
9. Increase to all the benefits to the retired scheme to more closely mirror the existing scheme for serving officers.
10. Increase to Spouse cover and the introduction of critical incident cover for spouses and or children.
11. Increase to the child death benefit.

Outstanding Rest Days

The number of outstanding rest days is monitored through the Force JNCC and continues to fall and now stands at around 8,500 days. This is comparatively lower from the same time last year when outstanding rest days stood at over 13,000 and considerably lower from a previous high of over 27,000- but in our view is still too high.

ACC Matthews has written to every area, asking for plans to get to a maximum of 5 days per individual, by end March 2010. He has also requested specifically that Command Teams ensure that the Inspecting ranks are encouraged, and are able to take their rest days. – He asks that Federated members are made aware of this initiative.

Local Federation Representatives will monitor this situation through local JNCC Meetings with agreed action plans being given to individuals who have more than 5 outstanding days.

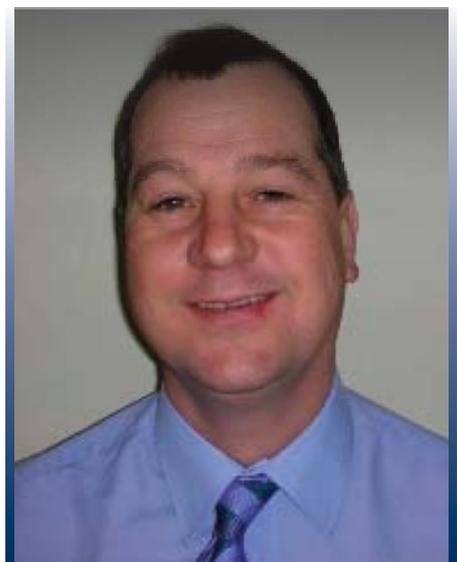
Mr Matthews has also written to the Superintendents Association to highlight the position in relation to their members.

Face Book/ Photographs on the Force Website

We have previously circulated advice contained in JBB Circular 76/2008 which highlighted that it was in effect a lawful order to require neighbourhood officers to have their photograph and Force contact details on the Force website unless officers could show a valid reason not to publish their photograph back by a properly conducted risk assessment. However, there have recently been a number of problems, notably in Liverpool North and St Helens of officer's images being downloaded on from the Force website

and pasted onto Face Book with derogatory and threatening comments being made against the officers.

Two offenders have been arrested and charged as a consequence and we have requested that the policy is reviewed by the Force and that the National Committee re-consider the above advice previously provided on this matter.



Ian Leyland is Secretary of Merseyside Police Federation Joint Branch Board. Ian can be reached via lotus notes at Federation.Office.



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Misconduct Lead

Hello and welcome. May I firstly introduce myself and tell you a little bit of my service and experience. I'm Stuart Henderson I have worked for the Merseyside Police as a Police Constable in a numerous departments for over 23 years, and am currently a Knowsley officer and Knowsley's Constable's Federation representative. I became a Federation representative 2003, and immediately became involved in Misconduct. Some of you out there who know me will say "No surprise there".

I have taken over the role of Misconduct leader for the Merseyside Police Federation, at Green Lane Federation offices. The previous leader Tony Barton has taken up a new position within the Federation branch board.

Most if not all of you will be aware the Police Performance, Attendance and Misconduct Regulations 2008, that came in to effect in December last year. The previous misconduct leader in an earlier Insight publication touched upon this. I don't intend to go over old ground but merely seek to bring you up to date as to the current position some 10 months down the line.

The Misconduct side of matters at first looked as if there was no one either falling foul of the regulations of they were not being utilised. We identified that a number Misconduct matters were being dealt with in area many of which quite appropriately were able to locally resolved, therefore negating a lengthy investigation and the service of regulation notices for misconduct.

There has been a steady increase in the number of notices served for either Misconduct of Gross misconduct, which myself and other representative have assisted with. This is by no means a reflection of officers breaching the regulations on a larger scale, but a mix of an increase in the number of public complaints and a tightening up of internal matters by the force.

On that point I would like to take the opportunity to highlight an ongoing practice within the organisation that brings a large amount of misconduct to our table. This is the Misuse of force electronic systems. The policy and procedure for the use of these systems has and will be again communicated to

you. Officer should be reminded that the systems we use are solely for use in the connection of police business for a matter in which the individual officer is dealing and should be recorded by that officer as the reasons why.

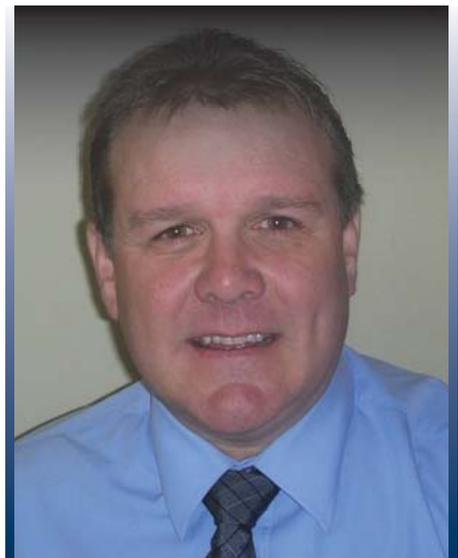
These systems are not for checking up on a neighbour your not happy with, or a high profile member of public that may have been in contact with the police, and your inquisitive nature got the better of you, or because you need the name of everyone in your street to send them all a Christmas card. Only justified reasons will be accepted, and those in breach of this could find themselves at the mercy of a Magistrate for breach of data protection issues, with the prospect of dining at Her Majesty's pleasure.

The Federation branch board have recently met with the management and staff from the professional standards department, negotiating matters for the benefit of all. This shows the commitment we have on your behalf to address issues you bring to us and also help develop a good working relationship, and be an integral part of any policy process, this will continue on a regular basis.

May I end by thanking you for taking the time to read this article. Being under investigation can be very stressful and the Federation can provide advice and Welfare support throughout the process. Please contact your local Federation Representative or the Federation Office for further advice.

Many thanks

Stu Henderson.



Professional Development

Author: Stephanie Barcroft

Hi, and welcome to my first report as the Professional Development Leader for Merseyside Police Federation.

I am Sergeant Steph Barcroft and I joined Merseyside Police in August 1993 where I was posted to Birkenhead on patrol. In 1999 I successfully completed my National Trainers Course at Harrogate and was posted to St Helens BCU as the Area Training Officer. I was promoted to Sergeant during 2003 and was posted to Neighbourhood Patrol for 2 years and then to the Citizen Focus Unit. In October 2006 I took up the role of Professional Development Unit Sgt at St Helens. I am responsible along with my team for the day to day management and training of student officers within the BCU. In addition to my core role I am also responsible for the management and training of police cadets in St Helens. When I am not working I can usually be found in the Gym, walking and fly fishing. I also enjoy the occasional beer or two! And of course some good food.

I was elected to the Joint Branch Board in January 2008 and have recently been elected as the Professional Development Leader.

The purpose of the Professional Development Leader is to lead and develop the functional area of Professional Development, Promotion and Training. This is achieved through effective liaison with ACPO/Training Department/Personnel and Academy and associated Command Teams on all matters in relation to professional development, promotion and training.

In view of the above I am currently looking at the promotion process for both Sgt's and Inspectors which also includes the new Accreditation Process for Frontline Sgt's. During 2008 there have been three reports which have looked specifically at the rank of Sergeant as the "Guardians of Excellence" namely Sir Ronnie Flanagan's review of policing, HMIC Leading from the Frontline and the Home Office Policing our Communities Together. Each of the reports emphasise the importance of efficient, effective and robust supervision, leadership and professionalism of the Sergeant in maintaining standards and improving policing. They also indicate that Sergeants should be supported through better training and stronger focus on their development. With this in mind I have provided advice to the Leadership Faculty regarding the curriculum content of the initial core leadership module "Being a Leader." I am also working with the Assessments Unit at the Academy to develop and raise awareness of the role of the A1 Assessors in assessing newly promoted Sgt's and Inspectors.

In addition to promotion issues I am involved in a working group advising on the Initial Police Learning and Development Programme for Student Officers. As from the 25th May 2009 student police officers will be required to complete a Post Foundation Degree in Policing Studies as part of their student officer training programme.

I would welcome feedback on any of the above issues and also any feedback relevant to professional development.



Stephanie Barcroft is one of three Federation representatives elected to support the work of female officers, as a Sergeant Steph supports colleagues at that rank whilst also holding the position of Federation Lead in Professional Development. Female colleagues at Inspectors rank are supported by Diane Prosser and at Constable rank by Julie King.

Equality Liaison Officer

Jan Beattie - Equality Liaison Officer

I am really proud and happy to have recently been elected as the Equality Liaison Officer for the Merseyside Police Federation Joint Branch Board. My role is to lead and develop the members of the Board in relation to Equality representation. I will also be working closely with the full time Representatives at Green Lane to liaise with members of ACPO / PSD / Command Teams on all equality related matters.

I have been a Federation Representative for ten years now and have dealt with many issues in the equality and diversity field. However, to prepare myself for this particular role I have attended the National Federation Equality course. This course combined with my previous experience qualifies me to advise Federation members on both Grievance procedures and the Employment Tribunal process.

What I have experienced in the past is that many Grievances can be resolved at a very early stage through communication, mediation and negotiation. Any member who may be experiencing issues in the workplace that are causing them to feel 'aggrieved' should make contact with a Federation Representative at the earliest opportunity. The Federation Representative can ensure that you are correctly advised regarding policies, regulations and your rights within the workplace. Some 'frequently asked questions' in relation to personnel policies can be found on the Federation website at www.merpolfed.org.uk and there are a number of information leaflets available at Green Lane.

If you can't find the information you require, the Federation can assist with personal advice on part-time or flexible working, maternity regulations, reasonable adjustments for people with disabilities, interpretation of Police Regulations, representation at Unsatisfactory Performance meetings, or any other matter that you might feel is an equality related issue.

It is anticipated that current legislation relating to discrimination will change with the passing of the single Equality Bill which is expected some time in the New Year. In November I will be attending the National Federation E.L.O seminar at Federation HQ in Leatherhead where this new legislation will be on the agenda for discussion. Any news or updates from that seminar will be passed on to your Area or Departmental Federation Reps.

Any changes in legislation will also have an effect on the Employment Tribunal process. I have done some research into Employment Tribunal Statistics and found that in 2007 / 2008 the following claims for discrimination were submitted

Sex discrimination	26,907
Disability discrimination	5,833
Race discrimination	4,130
Age Discrimination	2,949
Suffer a detriment / unfair dismissal - pregnancy	1,646
Discrimination on grounds of Religion or Belief	709
Part Time Workers Regulations	595
Discrimination on grounds of Sexual Orientation	582

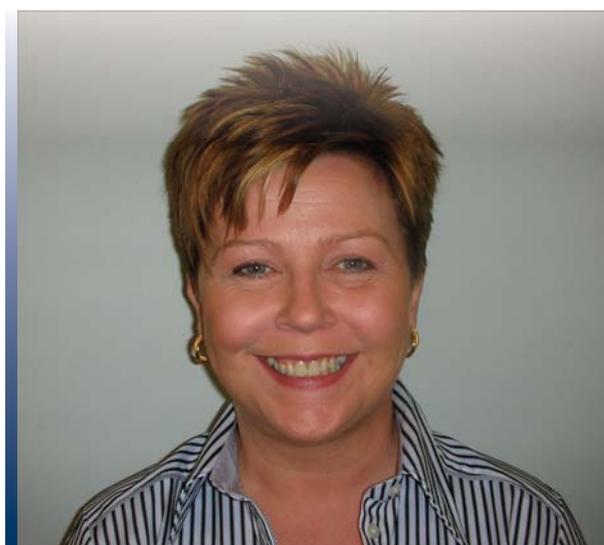
Only around 2-3% of claims submitted are successful at Employment Tribunal while 20-45% are settled by ACAS which is another example of how effective mediation and negotiation can be.

Since taking on this role I have been invited to take part in a number of case conferences to look at the suitability of applicants for the Police who have disability related issues. This has been a really beneficial process and I thank the OHU for making it happen. As can be seen from the above information Disability Discrimination does account for a significant number of cases brought to Employment Tribunal.

Over the next few months my goal will be to get to know the many people from other support networks and find a way of sharing information and best practice on equality and diversity matters.

As I am new to the role I would welcome any suggestions or ideas about what it is that YOU, the members of the Police Federation would like to see myself and the other Representatives on the Equality panel prioritise and tackle over the coming months.

Jan Beattie





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Federation's Serious Illness Service is well used



The Federation's initiative to introduce a Serious Illness Service for members and their families seems to be paying off.

In normal circumstances this could be seen as "good news" but, in reality, it means that a significant number of members are in serious need of the help that the service provides. And that's not such good news.

The reasons why members need the service split almost exactly 50/50 between psychological problems such as stress and depression, and the more obvious serious illnesses such as cancer, cardiac problems and bereavement. It's not surprising then that 100% of members enquiring about the service go on to use it. That's because the service, provided by RED ARC Assured Ltd, focuses on the need for trained health professionals to make time to provide practical advice and emotional support when it's needed most.

Having access to a Nurse Adviser who can relate to your problem is invaluable. A "listening ear" is the very thing that the NHS find difficult to provide, as time for each patient is limited. That's where RED ARC step in to fill the gap.

Many members have extra services provided for them, all free of charge, with counselling and therapy representing by far the most frequently used support services.

For example, one member struggling with the emotional stress of a cancer diagnosis has benefited not only from the on-going access to their own personal nurse adviser, but also a structured series of calls from a specialist cancer nurse, matching each stage of their cancer journey.

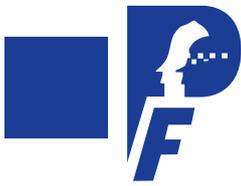
So, if you or your nearest and dearest are going through a similar difficult time, why not contact the Serious Illness Service on 01244 625180. A RED ARC Personal Nurse Adviser will ring you back, explain how the service works, and you can take it from there. The service is entirely confidential, so you can rest assured that any matters discussed between you and your Nurse Adviser will stay just that.....confidential.

Of course, the Federation is always interested to know what members think of the service we provide, so if you choose to let us have your experiences of the service, we will always be glad to hear from you. But we hope you never have to use it!

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For further information contact your local Federation Office.

0151 259 2535 or
Internal Ext. 77500-04

If you would prefer to make a written application for support with your claim, please contact your Federation Representative at the JBB Office.

Health and Safety Matters

Following an election I am pleased to have been voted into the job of Health and Safety Leader for the Merseyside Police Federation.

I have been involved in health and safety for quite a few years now and have completed a number of accident investigations, safety inspections and numerous risk assessments both as a Fed rep and in my previous roles in patrol and neighbourhood policing and latterly in custody, where I work in Sefton's two suites.

Health and Safety is one of the most important issues for policing today, it's difficult to think of a more worthwhile objective than working to ensure colleagues and others are not injured or killed when at work delivering the policing service that is so vital to our communities.

I am fortunate that I have had the support of the Federation Branch Board in obtaining Health and Safety training in recent years. Holder of a NEBOSH Certificate I obtained several years ago, I am currently studying towards the NEBOSH Diploma with Wirral Metropolitan College, which I hope to complete by the end of this year. I am now a member of IOSHH and have 'Technician' status at present and am working towards becoming a Chartered member, hopefully in the not too distant future.

Merseyside Police have an excellent Health and Safety Department led by Roger Aspey, and overall our force compares very favourably with our neighbouring and family of forces in respect of our Health and Safety Performance.

It is the intention of the Federation, and I will aim to replicate this as Health & Safety leader, to work to develop the Federation H&S Panel, and to facilitate our working with and supporting the Force, with common-sense, challenging when appropriate, to ensure compliance with the huge amount of safety legislation that now affects all of us in our different policing roles.

Andy Kinniburgh is the Sefton Area Federation Representative for Inspecting Ranks, a member of Merseyside's Joint Branch Board since March 2004, he can be reached via Lotus notes.



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Supporting local communities and charities

Charitable fundraising carried out by Representatives' and staff at Merseyside Police Federation was awarded charitable status in July 2007 and as Merseyside Police Federation Charitable Trust we have continued to support worthy across our Force Area.



Reg No. 1119125

But do you know what we do?

Have you asked the Trust to support someone in your Community?

Many officers and staff do know what we do and as a result we have been able to assist a great number of individuals, families, community groups and organisations.

Support takes many forms, for the elderly and lonely victims of crime we were able to let them know that they are not alone and that there are people out there who care. For the child victims of violence and abuse, we were able to offer practical support to their families and gifts to them to let them know that their bravery and pain does not go un-noticed and touches us all.

We have been able to support a wide range and number of community groups and projects some requiring help with sporting kits and specialist equipment; some needing help to recognise good works by youth groups and individuals across our Force area; some needing support following vandalism and damage of play equipment, some needing support to relocate following race hate crimes, some just needing to know that someone cares.

Over 100 individuals, community groups and families benefited from practical help and support over Christmas 2008. We were able to provide support where it was most needed when it was most needed and feel privileged to be able to do so.

Whatever the need we try to help.

But we cannot do it without your help.

The Merseyside police Federation Charitable Trust Lottery costs £1 per pay period per entry (you can have a max of 5 entries).

If you are not already a member why not join?

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To Join call the Federation office on Ext 77500 and request a joining form or send us a note in the Internal post stating that you would like to join, how many entries at £1 per entry you would like and confirming your permission for deductions to be taken from your salary.

To make application to the Trust, email us and ask for a form or download one from our website

www.merpolfed.org.uk

Other charities which have also benefited from monies raised include Zoë's Place Baby Hospice, The Alzheimer's Society, Child Victims of Crime, KIND, the Zero Centre, Wirral Women and Children's Refuge, Aftermath, Northwest Police Benevolent Fund, the Northern Police Charities and others.

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Single parent	£44.37	£59.12	£66.19	£73.73	£87.04	£105.26

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