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INSIGHT

Magazine of Merseyside Police Federation

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Editor – Peter Singleton JBB Chairman
Producer – Paul Kinsella, Business Manager

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Tel: 0151 259 2535
Fax: 0151 228 0973
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Important Information

In the event of arrest or interview, please consider the following points.

- It is in your interests to inform the Federation / Slater Gordon whatever the allegation. Your reps details are on page 32
- When you are given your rights we recommend you request Slater Gordon Solicitors who are Merseyside Police Federation retained solicitors.

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Message from the Chairman

Peter Singleton talk's about the recent changes to the Merseyside Police Federation Headquarters and what this means for members.



By Peter Singleton,
Chairman
Merseyside Joint
Branch Board

I've a relatively fool-proof test that works well when it comes to decision making – and that is to make decisions based on the “two o'clock in the morning” test.

That test is simply to ask the following question - if two cops were having their scoff back at their station at 2 am, would the decision I'm about to make stand up to their scrutiny and be agreed by them as the right thing to do? (Of course that's rapidly becoming a hypothetical situation, as I'm not sure how many cops are lucky enough to get a scoff—certainly not at the same time as a colleague, and certainly not a full uninterrupted scoff—at any time of the day or night).

But as a general rule the two o'clock test is a good guide to decision making. So when 18 months ago Merseyside Federation was examining its premises and the services we provide, the two o'clock test helped me in agreeing with my colleagues about if, and how, we developed Green Lane and improve the services we provide.

Cutting a long story short, the last 12 months has seen Green Lane undergo a top to bottom refurbishment which has left us (and therefore you) with a first class facility with increased services we

now can provide. Some of the work was necessary simply to keep the building habitable, after all parts of the building are nearly 200 years old, so the roof and other parts needed major maintenance. But the main driver was to improve the services, and the new look Malvern House, Green Lane has now, brought the local Physiotherapy provided through the North West Police Benevolent Fund, from HQ to a specifically designed treatment room on the ground floor.

We have also established a bespoke consultation room for counselling, where the services highlighted elsewhere in this magazine can be held well away from Police premises. Other improvements have included a number of more versatile meeting rooms, ranging from small consultation/meeting rooms holding three or four seats, up to larger rooms where 30 or more can be accommodated. These new facilities are yours to use, obviously free of charge, so if you are looking to hold a meeting and are struggling for a location, then please consider using Green Lane.

But while we have been trying to develop Green Lane into a facility that will serve its members for the foreseeable future, our day to day business has continued. In other parts of this magazine you will see details of the work your representatives have undertaken on behalf of your colleagues. As ever misconduct representation, negotiation and assistance features large in what we have done, as does some of the support given either via the North West Police Benevolent Fund in the form of

physiotherapy, financial assistance and now counselling.

Claims through the Group Insurance scheme continue to keep our staff at Green Lane busy, with civil and off duty legal claims, dental benefit claims, and hospitalisation claims all providing a fairly constant workload for Colly, Jane and Fiona. It has been a sad year for us as well — with a depressingly large number of critical illness claims and death benefits also being processed through the Group scheme.

As you can see from the tables included in Tony Barton's article, the numbers claiming on these schemes amounts to 1 in 4 of our members. And remember – this is just claims through the Group Insurance and the Benevolent Fund, it doesn't include things like misconduct cases that do not have or qualify for legal funding, general advice on UPP, grievances, shifts changes, overtime and entitlements, pay and incremental issues, financial advice via Kinsella Clarke, or Trust advice from Abensons here at Green Lane.

In a policing landscape that has been changing and reforming continually for the last five years, and one that looks like it will continue to change as the last £20 million of savings is made in the next few years, I am pleased to inform you all that your Federation, both locally in your own department or area, continues to be staffed by dedicated individuals who will continue their work (work they do for no extra reward and often in their own time) on your behalf.

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Update from the Secretary

In this article, I highlight some information about our local operations, both the services we operate and the support you get from your local representatives.



By **Tony Barton**,
Secretary Merseyside
Branch Board

The recent independent review of the Police Federation highlighted that the most important aspect of the Police Federation was the engagement of local branches with members. Whilst it is essential that our national office are able to provide funding for legal services and negotiate on our behalf, the day to day involvement of a local Federation Office, and workplace Federation representatives was identified as where the real strength of the Police Federation lies.

We have produced some information that shows some of the work we have done for members during 2015. We do however point out that numbers alone never give the full story. They can paint a reasonable picture of demand, but rarely the personal impact which created or resulted in any interaction.

What it does demonstrate is the level of assistance and support we supply to our members on Merseyside.

We have recently introduced a new and fully independent telephone system. This enables us to provide a better service in managing telephone communication, and it also enables us to carry out a detailed analysis of incoming calls. During the



Table 1 - Members dealt with by workplace Reps

Misconduct	306
Welfare	193
General Advice	178
Professional Development	98
Regulations Advice	83
Equality / Diversity	54
Health and Safety	26
Benevolent Fund	6
Group Insurance	2
Total	945



The information detailed here

provides a host of reasons why membership of not only the Police Federation but also the Group Insurance and Northwest Police Benevolent Fund are essential...

first month of operating, we average between 80 and 110 calls per day. Over a year this equals a minimum of 20,000 calls per year into our offices.

In respect of queries from members, the four main categories for queries are:

- Group Insurance
- Welfare
- Advice regarding Regulations
- Misconduct

Very often, your contact with the Fed will be via your local Rep. We have 30 workplace reps spread across BCU's and Department. Currently we have a Constable, Sergeant and Inspector Rep in each BCU and Department, and we have five full time Reps based at Green Lane. Our workplace reps perform the Federation role in addition to their normal Police role.

Many of the cases we deal with involve the local rep working with us at Green Lane in ensuring you get the best possible service. We have produced some information left that highlights the number of cases dealt with at Green Lane, and also the work carried out by local reps. It certainly keeps us busy, but that is what we are here for. The value of what we do cannot be underestimated;

Table 2 - Files Dealt with at Green Lane in 2015

File type	Numbers	Amount Recovered
BF File	11	£36,795
Criminal Injuries Claim	18	£7,590
Civil Claim	96	£206,718
Claims for Critical Illness	35	£207,000
Death Benefit	12	£692,000
Dental Benefit Claims	24	£2,855
Equality & Diversity	17	
General File	6	
Group Insurance	37	£10,268
Health & Safety	2	
Hospital Benefit	27	£5,850
Industrial Tribunal File	1	
Insurance Complaints	1	
Legal Claim	53	£13,500
Misconduct File	84	
Pension Appeal	50	
Physio Application	109	
Professional Development	14	
Terminal Prognosis	2	
Treatment / Rehabilitation	184	
Welfare Matters Totals	29	
Totals	812	£1,182,576

the facts and figures speak for themselves.

This would show that on average, one in four members contact their BCU/ Departmental Rep at least once a year.

As mentioned above this is not the full story. The officers and staff at Green Lane have managed claims, compensation and insurance payments for members in the region of £1.2m in 2015.

However, what has to be remembered is that it is people who are requiring assistance. All the above includes officers who at times of uncertainty, financial difficulties, failing health,

facing misconduct or other difficulties have sought the assistance of their Federation Reps to assist them through stressful times. Time and time again officers rightly question the value of the schemes they contribute to and consider their worth.

The information detailed here provides a host of reasons why membership of not only the Police Federation but also the Group Insurance and Northwest Police Benevolent Fund are essential in ensuring police officers can deal with the plethora of issues life throws at them.

Hopefully we can demonstrate value for money to our members.

Post Incident Procedure

Dave Sim, our Deputy Secretary looks at this important process and why you need to be aware.



By **Dave Sim**,
Deputy Secretary

Merseyside Police will shortly be publishing their policy on Death & Serious Injury Post Incident Procedures (Non-Firearms). The policy clearly links with well-established Post Incident Procedures (Firearms) and the Authorised Professional Practice (APP).

Post incident investigations will commence in all situations where there has been contact with police or some causal link, intentional or unintentional which has or may have;

- 1) Resulted in death or serious injury
- 2) Revealed failings in command
- 3) Caused danger to officers or the public

The decision as to whether post incident procedures (PIP) are implemented will ultimately be taken by a Chief Officer.

The scope for these circumstances is broad and ranges from road collisions with police vehicles, pursuits, custody procedures and general policing. The police have statutory authority to use force which is no more than is necessary to achieve the lawful objective being sought. Sometimes the application of lawful force may lead to the death or serious injury of the person as an unintended outcome.

In such circumstances, an ACPO officer will consider whether to inform the IPCC of the incident, who may attend and manage the investigation or oversee the force investigation.

I would hope at the earliest stage the force would be informing the federation but at times when managing a complex,

fluid incident, with dwindling resources, increased scrutiny from the IPCC and the media, this is sometimes missed.

The following is federation guidance on how to ensure that your immediate welfare needs are considered and ensure you obtain the best support possible, should you be a key police witness in such an incident.

The starting point following an incident where the above PIP applies is the immediate management of the scene, ensuring that it is safe, providing medical aid to any casualties and ensuring relevant resources required are asked to attend. Following this like any investigation, is the identification of who is or may be a key police witness. These are likely to be those most involved, most affected and most legally vulnerable. Prior to leaving the scene, you may need to give an Operational Sit Rep, to ensure that supervision and others are able to commence the investigation. At the earliest safe opportunity, these key police witnesses should be removed from the scene. There should be no need to separate key police witnesses at this stage, although you should be conscious not to discuss the incident without having to justify this at a later time/date. They will then come under the care and responsibility of a Post Incident Manager (PIM).

The PIM will explain what will happen next. They should identify any immediate welfare needs, try and make officers comfortable, advise on conferring and the need to obtain "basic facts". The PIM will then be responsible for identification of the basic facts:

- 1) Confirm who was at scene.
- 2) Describe in brief the role of those at the scene.
- 3) Confirm who used force/was driving

leading to the death/serious injury.

The PIM will sign this account, time and date it and supply it to the IPCC/ Investigator, where appropriate.

I would hope by this stage that the Federation would have been informed and a trained rep would attend. If this has not happened yet, I would ask that you do not provide a written account anywhere, prior to getting either/both federation and/or legal advice.

You will have been through a variety of emotions and you will not normally be in the best state of mind to provide best evidence. Following legal & medical advice, you should provide a personal initial account of the incident before going off duty. The purpose of this account is to record your role, what you believe are the essential facts and should, where relevant, outline your honestly held belief that resulted in your use of force. A detailed statement should not normally be obtained immediately, but can be left until the individuals involved are better able to articulate their experience in a coherent format, normally after 48 hours. This is best practice, despite the fact that you may have carried out your duties correctly and professionally, you will still be subject of an investigation, scrutinised by professional standards/IPCC.

Where death occurred, a coroner's inquest will take place, you will have to give evidence and be cross examined by lawyers representing the family of the deceased. Finally, in the worst case scenario you may be on trial at Crown Court, as the defendant.

Why would you not obtain the best possible independent advice, whether from a federation rep or legal advisor, prior to going through such an incident? You deserve the best support.



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Welfare, Support and Equality Update

Rob Venables examines the wider welfare facilities of our schemes. Please note, you need to be a member of a particular scheme to access it.



By **Rob Venables**,
Support and
Welfare Rep

The continuing theme for the Police service in the past year has been change. Predominantly this has been driven by the Government austerity agenda and there can be little doubt that this has had an impact upon our members. "More for less" has been the mantra, yet in reality this has meant more and more pressure on officers to cope with fewer resources available to them. That pressure can result in health problems for officers.

The Merseyside Police Federation are aiming to provide our members with a more holistic service when it comes to assisting with their health needs. The Police Federation of England and Wales now provides a 24 hour, seven days per week support line called the Welfare Support Programme — accessible after referral from our Green Lane offices. Our first members utilised this service in August and it has already grown to be an essential tool for helping officers who are experiencing emotional issues.

The Merseyside Police Group Insurance has proved to be invaluable for many officers, not least because of assistance it provides from Red Arc — nurse advisors giving practical and emotional support when most needed. Access is via self-

referral — see the Merseyside Police Federation website.

The North West Police Benevolent Fund (NWPBF) is expanding the services that it offers to our members. Many people know that members are able to access physiotherapy locally, and now the NWPBF is able to offer counselling services. Access is via self-referral. In the next 12 months we will see an expansion of the services provided by the NWPBF at Langho in Lancashire to provide more comprehensive care for our members.

The Police Treatment Centres at Harrogate and Auchterarder continues to provide extremely professional intensive treatment to our members who are ill or injured.

The recent refurbishment at Green Lane has now meant that we can provide better support locally. We plan to extend the support offered over the coming months.

We continue to assist the Merseyside Police Support Networks and again our intention is to expand this work over the coming months. We have been able to provide additional training for Support Network members, specifically about Grievances and the Physiology of Stress and provide one to one assistance on specific points. This support will continue.

Nationally austerity has put pressure on the provision of flexible working within the Police Service. Locally we have many managers who have an excellent grasp of the Force Policy in relation to Flexible

I have no doubt that the next 12 months will also prove challenging, but the Merseyside Police Federation will continue to provide the best service they can...

Working; the College of Policing Guidance on Flexible Working and the Law in relation to the flexible working. We all know that many things that happen in the Police can appear unfair - we work under a unique set of rules and regulations that set us apart from the average worker who is protected by employment law - however some things can potentially be unlawful. Flexible working in certain circumstances can be unlawful to refuse and our members can be assured that where we believe that this is happening we will give our full support to address the matter at the earliest opportunity.

I have no doubt that the next 12 months will also prove challenging, but the Merseyside Police Federation will continue to provide the best service they can to assist and guide our members through those difficult times.

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Bespoke Wills, Lasting Power of Attorney and the Use of Trusts

In August 2015, Merseyside Police Federation launched a new discounted member service with industry expert John Howell of Abensons Solicitors based in Allerton Road.



By **John Howell**,
Consultant Solicitor

The service is quite unique because it offers both serving and retired members the opportunity to tailor make plans to protect their assets and ensure they pass to the next generation.

Bespoke Wills, Lasting Power of Attorney and use of a Family Trust have been discussed by nearly 150 members, serving and retired members to date at the weekly surgeries held at the Federation Offices in Green Lane.

The surgeries continue to be a huge success and we have extended them from one day to two days per week.

Feedback has been taken on board from members after their initial meeting and also when instructions have been taken. Feedback has been excellent. Members are delighted.

The feeling is that the approach to the subject is;

- Refreshing
- Informative and easy to understand
- Makes sense

- Reflects individual needs and is bespoke
- Professional and caring

Some identifiable members have commented:

"With reference to the above I took advantage of the scheme offered by the Federation in relation to the advice and services offered by Abensons Solicitors, this e-mail and the attached letter of appreciation are to acknowledge the assistance provided by the federation and Abensons Solicitors."

Brian Burrows 8395 (Bugsy)

"I used the Wills Surgery and found the staff helpful and knowledgeable. I am now reassured that should the worst happen, my son will be taken care of and adequate provisions will be made for him".

Christine Davies, Merseyside Police Federation Member.

"I have recently used the services of Abensons Solicitors using the federation offices as the location for the first consultation.

My wife and I were greeted by a very pleasant and friendly Mr John Howell. Mr Howell was professional courteous and had considerable knowledge in his field of law.

He explained various options available to us and informed us of different legal avenues that we could use to assist us in later life.

We found the whole experience extremely informative and helpful.

Mr Howell is a fine ambassador for his company and profession and I am pleased that the Federation and NARPO have availed of this service.

I would be grateful if you would kindly pass on these remarks to Mr Howell and his company."

Willie Flanagan

Members also comment that because of the matters raised, they recommend the service to their immediate family and friends, in other words people who are a part of the members will.

Let us refresh what John Howell has to advise.

Here he discusses a common situation by way of explaining the importance of considering;

- Making or updating your Will
- Lasting Powers of Attorney
- Uses of a Family Trust

You have worked your whole life and acquired assets such as a house and savings. Often, these assets have taken decades to pay for, yet, without proper planning; they can be taken from you in an instant.

Allow us to use Mr and Mrs Smith as an illustration:

Mr & Mrs Smith are a married couple with two children. They own their own house and have some modest savings. Mr & Mrs Smith are better than most because they have put in place Wills, which we all know we should do. Their Wills leave everything to each other and then once they have both died to their two children.

Should they be pleased with themselves? No. They have done nothing other than repeat what the law dictates will happen in default of putting in place a Will. It's no wonder people don't get around to making Wills as, on many occasions, they are not important.

As we see it, they still have a number of potential problems:

Their Wills leave everything to each other. What if Mrs Smith dies and Mr Smith re-marries? Sadly there is not a lawyer present at most marriage ceremonies but if there was, he may say two things; (1) "Be careful, that is a legal contract you

are signing saying what's mine is yours" and (2) "This marriage automatically revokes all former Wills". You may now see the problem. Mr Smith dies before his new wife and completely disinherits his two beloved children.

Let us assume there is no subsequent remarriage. However, Mr Smith requires long term care. His house will be used to fund his care like 50,000 homes each year (and increasing). Care home fees are often around £1000/week. Mr Smith is in care for a few years and, once again, the children's' inheritance has vanished.

What if there is no subsequent remarriage and no care home? That is great and the children inherit the estate as planned. But then one of the children divorces, or goes bankrupt, or dies and their assets (now including Mr & Mrs Smith's estate) pass to their spouse who then remarries. Maybe one or more of the children have poor judgment with money, or are vulnerable and have issues with gambling or alcohol.

Once again there is potentially huge loss to the assets Mr & Mrs Smith built up during their lifetime resulting in both their children, and therefore their grandchildren, losing out. What if one of the children is in receipt of state benefits? They are certain to stop when they come into an inheritance.

After death any person may issue a claim against Mr & Mrs Smith's estate. They may not stand a chance of success but you can guarantee it will cause stress for Mr & Mrs Smith's children.

We have established that when Mr & Mrs Smith die, all things being well, their assets become their children's'. The children may already own a house and have some savings. When Mr and Mrs Smith's children die, the grandchildren have one huge inheritance tax bill to pay.

Mr & Mrs Smith's Executors will need to obtain a Grant of Probate. This may be costly, stressful and time consuming.

Mr & Mrs Smith have not put in place Lasting Powers of Attorney. We live in an ageing population. 150,000 people each year have strokes and the incidence increases with age. If you are on your own and a stroke strikes then your family face some real problems. No one can access your bank accounts, no-one can pay your bills, no-one can sell your house. It is not just strokes... accident, old age, dementia all affect your ability and desire to make decisions for yourself.

John Howell has been a practising solicitor for over 11 years. He has held positions in a number of Top UK Law firms and holds a Master's Degree in Law.



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Merseyside Police Federation

New Member Facilities at Green Lane

Throughout 2015 we have been undergoing some essential renovation and repair work at Green Lane.

Our premises were originally built in the early 1800's as a private dwelling.

It has been modernised and extended a few times over the years, but recently we have become aware that an extensive renovation project was needed to bring us in line with modern building regulations and health and safety requirements. We also took the opportunity to introduce some new member facilities that we are really proud of, and we hope will make a difference when you visit our offices. The

photos in these pages show some of the new facilities.

We have two new purpose built member consultation rooms, and upgrades to most of our meeting rooms. If you ever need to use a meeting room, why not use our facilities – after all, they belong to you.

Perhaps the most significant new facility is the state of the art physiotherapy room. If you are a member of the North West Police Benevolent Fund, you can obtain physiotherapy locally in

Merseyside. This was previously provided at Headquarters, but this service is now provided at our new facility at Green Lane. This service is funded by the Benevolent Fund (do not confuse it with the service offered by the Police Treatment Centres at Harrogate and Auchterarder) and a Physiotherapist works from our offices three days per week. Remember, you do need to be a member of the Benevolent Fund to use our new facility.

Exciting times ahead.





Group Insurance Renewal

The Police Federation Group Insurance Scheme consists of a number of insurance products which are held on a member's behalf under a trust arrangement.

Individual members who subscribe to the Police Federation may choose to also subscribe to the insurance trust in order to receive the benefits of the policies held in the name of the Trust.

Whilst the member makes one payment to benefit from all the policies; what you may not realise is that each element of the scheme is actually underwritten by different insurers. Therefore, once the global payment is made by you, through your payroll deduction the actual payment is broken down into different elements and paid to the various insurers by the Insurance Management Company who administer the scheme on our behalf.

The range and different types of cover contained within the scheme means that each policy is generally renewed for different periods of time. Some, such as life, critical illness and accident and sick pay are longer term policies and rates are usually guaranteed for three years. Other policies, such as motor breakdown, legal expenses, Red Arc and Home Emergency are annual policies with rates set for a year, whilst the travel policy has a two-year rate guarantee.

The benefits and policies that are included in the scheme are approved by the Trustees each year, usually at renewal time in April. This is always a bit of a balancing act for the Trustees as the more policies included will not only increase the overall cost but have the potential to create greater fluctuations and increases in price each year. By way of example we have recently considered whether to include mobile phone insurance as part of the cover. Whilst we can provide cost effective cover by way of a group arrangement, we have decided not to do this at this moment in time given the continued squeeze on police pay and the potential for the

scheme to face significant increases in price as a result of including this relatively new head of cover.

How are rates set?

Rates are set by the insurer who will look at the risks associated with the scheme, such as our age profile, and also our claims history. They will then offer a rate of premium to cover the cost of anticipated claims. In other words, the more claims we have on the scheme the more we all have to pay for cover.

As Trustees of the scheme we sit down with our insurance management company on a quarterly basis and go through in detail the claims history and ratios of premiums paid in to the money paid out in claims. This helps us to ensure that you receive value for money and all elements of the scheme are used and remain relevant.

It is fair to say that all elements of our scheme are well used. In terms of those policies that are due for renewal this April our claims history showed:

- In the last two years 261 Travel Claims had been made with nearly £350,000 being paid out to Merseyside members
- In the period from the last renewal on the 1 April up to and including 31 December:
- - 371 officers have been supported by the motor breakdown policy
 - 47 members have sought legal support
 - 258 members have been assisted by our Home Emergency cover
 - Over 160 officers have been supported by Red Arc.

Unfortunately, the claims history has meant that the price of the scheme has had to rise from April 1. However, on the positive side we have been able to obtain some improvements to the cover of both the travel policy and motor breakdown policy.

Travel Policy Changes

We have increased the level of cancellation and curtailment from £3,000 to £5,000 per person to reflect the general increase in holiday costs.

We have also agreed with our insurer to a more relaxed medical screening process. The new full health warranty is contained within the policy booklet and we would ask that you ensure that you are familiar with its contents to avoid any problems should you have to make a claim.

Motor Breakdown Policy Changes

The motor breakdown policy has been extended so that cover is now provided for those members who have a camper van or drive a non-commercial van less than 3.5 tonnes.

Red Arc Policy Changes

Unfortunately, in terms of the support provided by Red Arc there has had to be some changes which reduce the extent of cover for family members and this is covered elsewhere in this issue.

The overwhelming majority of subscribing members take up the option to also contribute to the Group Insurance Scheme. If you are not a member, or wish to increase your level of life cover or take out cover for your co-habiting partner please contact the Federation Office for further details.

Merseyside Police Federation Insurance Scheme

SCHEME BENEFITS with effect from 1st April 2016

Serving Member

Life insurance	£100,000	Hospitalisation benefit up to 5 nights	£50 per night
Terminal prognosis advance on life insurance	20% of sum insured	Accident/incident/emergency admission	£50 per night
Permanent total disablement (due to accident)	£100,000	Planned admission after first 3 nights	20% scale pay
Accidental loss of use benefit	£60,000	Sick pay benefit (when pay cut to half)	
Infection of HIV/AIDS on duty	£60,000	<i>up to 26 weeks, then a further 4 weeks</i>	
Temporary total disablement	£21 per week	<i>when on no pay</i>	
<i>(up to 104 weeks excluding first 7 days)</i>		Family travel policy	Worldwide
Critical illness	£10,000	Legal expenses including ID theft protection	Included
Child critical illness	£2,000	Emergency and injury dental benefit	Included
Child death grant	£2,000	Home emergency assistance	Included
Red Arc assistance	Member Only	Free financial advice with Kinsella Clarke	Included
		Motor breakdown cover	Member and partner

CALENDAR MONTHLY SUBSCRIPTION

Weeks of service 1-52

£28.95

£Nil

COHABITING PARTNER OF SERVING MEMBER

Life insurance
Terminal prognosis advance on life insurance
Critical illness
RedArc assistance for subscribing partner
RedArc Assistance for Children

£50,000
20% of sum insured
£5,000

CALENDAR MONTHLY SUBSCRIPTION

£6.65

The first 52 weeks of service are free of charge to both new Student Officer members and cohabiting partners.

The benefits arranged under this insurance trust are provided strictly under the terms of insurance policies taken out and owned by the trust. Copies of the policies are available to view at the Police Federation office. Subscription to the Trust entitles the member to the benefits provided by the Trust but confers no ownership of any of the underlying policies, which are vested in the trustees.

Where two members are cohabiting spouse/partners and both paying the full member subscription, a reduction for ONE member is available. This is due to the duplication of the family benefits of travel insurance, Red Arc assistance, motor breakdown and home emergency assistance. To apply for this discount, please contact the federation office.



So just what is the Fed Charity all about?

We all want to give to charity and help those in need — well as a monthly subscriber to the Merseyside Police Federation Charitable Trust Lottery that's exactly what YOU do.



By **Jane Dean**,
Admin Staff
Fed Office at
Green Lane

Buy the Big Issue ... Help the Homeless! (In two-tone voice) we've all heard it. After watching a programme about Big Issue sellers and the circumstances that led them to becoming just that, it opened my eyes and made me want to help these people so I spent my Christmas shopping day tracking them down to give them money; yes, I found myself becoming a Big Issue seller stalker! So what if my daughter didn't get the latest iPhone 6S in rose gold because I ran out of shopping time, it was worth it to see a smile on the Big Issue sellers faces (my daughter didn't see it like that... can't imagine why!).

Hopefully, most of our members are aware of the Merseyside Police Federation Charitable Trust and the support it offers, but for those who aren't aware, this is what it's all about.

The Merseyside Police Federation Charitable Trust (registered charity number 1119125) was established as a registered charity in 2006. All monies received into the Charitable Trust comes from your lottery subscriptions, donations, the sale of Federation diaries, the contents of a charity bucket held at Police Headquarters Gatehouse and money raised from a high profile annual charity evening and all proceeds help those in need within



the Merseyside community. Local beneficiaries, whether it be a victim of crime or violence, someone who has suffered some form of loss, hardship or distress, a local charity trying to raise much needed funds or a local football team/community group helping disadvantaged youngsters, all receive support from the Trust in the form of a cash donation, gift i.e. flowers, shopping vouchers or food hampers (Charitable Trust rules apply) No administration costs are claimed from the Trust and it is administered entirely free of any levy by the Police Federation staff and Executive Officers.

Throughout 2015 the Charitable Trust provided support/assistance for the following:-

Cronton Villa Under 16s Football Club – received £150 for training equipment

Santa Cycle to deliver presents to children at Alder Hey Hospital

- received £100 for refreshments for cyclists

Sundowns (Supporting & Understanding Needs of Children with Downs)

- received £250 towards Summer Ball

Speke Children's Environment Committee (Helps disabled children develop life skills)

- received £250 towards laptop

94 year old lady, victim of theft at home

- received bouquet of flowers

Merseyside Police employee forced to give up work to look after her paralysed husband, struggling financially

- received £100 retail vouchers

10 year old Liverpool boy struggled with death of his mother and under child protection, had his bicycle stolen

- Trust replaced his bicycle

St Michaels Hamlet Church: Christmas Charity Fair

- received £100 for raffle prizes

69 year old lady, victim of sexual assault

- received bouquet of flowers



No.7 Family Homeless Shelter
- received £250 worth of toys for child residents for Christmas

And many more!

The Trust was also able to donate to various charities, the latest being:

Imagine Independence
- received £10,000

David Phillips Memorial Fund
- received £10,000

Liverpool Sunflowers
- received £5,000

During the approach to the 2015 Christmas period we welcomed the 'Christmas Hamper Applications' and received 177, all of which were allocated a food hamper, a retail voucher or both depending on the circumstances of the application. The Charitable Trust paid out £8,625 in retail vouchers and 100 food hampers worth £65 each. Afterwards, the Federation received so many telephone calls and thankyou cards from grateful recipients, many of whom were elderly victims of crime who took the time to write saying it restored their faith in humanity — and that's all thanks to you, our subscribing members.

We are extremely proud of the Charitable

Trust and feel honoured to be able to offer some very disadvantaged people assistance, no matter how small, which makes a difference.

Charity Applications are welcomed all year round. Submissions must be on the appropriate Charity Application Form which can be downloaded from the Merseyside Police Federation website homepage, where you see the Charitable Trust logo. Applications must be submitted by a member of the Merseyside Police, meet the Charitable Trust criteria and directed to the Police Federation for consideration by the Charitable Trust Committee.

If you don't currently subscribe to the Merseyside Police Federation Charitable Trust Lottery — why not? Signing up is easy! It's only £1.00 per entry (maximum of five entries) Two winners are generated by computer at the end of each month and the winners receive either £500 or £250. Prize winners are published in Insight Magazine and NARPO newsletters.

So don't do what I did and wear out your shoe leather trying to do a good deed! Simply contact the Merseyside Police Federation on 0151 259 2535. What do they say? "You have to be in it to win it!" and of course your support is greatly appreciated.

Thank you.

Important changes to Red Arc

For a number of years as part of your Group Insurance Scheme we have provided an independent and confidential support service via Red Arc Assured.

As most of you will probably be aware this is a nurse led service which provides, in the first instance, telephone support to members as required by them.

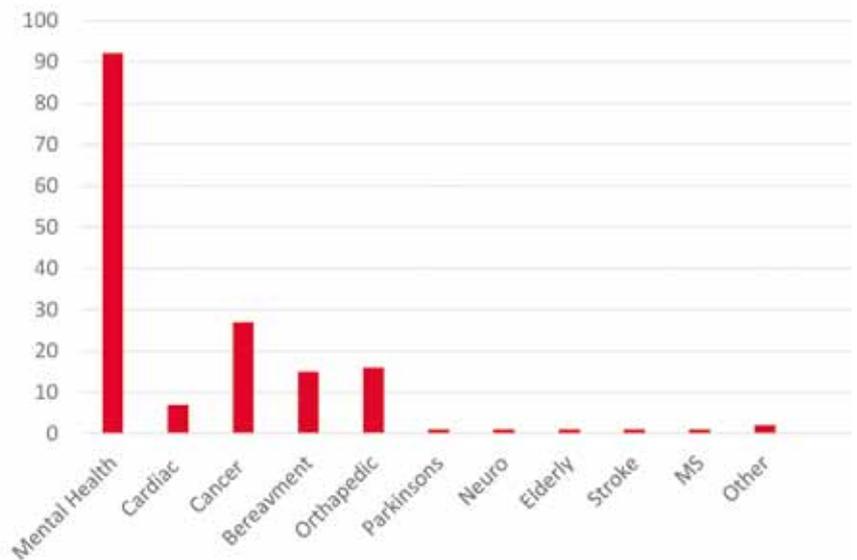
When the service was first introduced cover was only for those diagnosed with a critical or serious illness such as cancer, heart attacks and strokes etc. Access to Red Arc was via a referral from the insurers following a critical illness claim.

Over the years the service has been significantly extended to cover an increased demand for support from members. This included self-referral from individual members, and an extension of the issues for which support could be provided. Most significantly was the extension to include those requiring support for mental health and stress issues, including work related issues.

As a consequence of this extension in cover the numbers using the service has grown significantly and in the last year over 160 Merseyside Police Officers and their families have required their support.

As highlighted in the table above right by far the most significant reason for contacting Red Arc is in relation to people experiencing mental health problems, with

Merseyside Federation Red Arc usage 2015



over three times the number of the next largest category, which was a diagnosis of cancer.

Although, predominantly a telephone led service, if there is an identified clinical need the nurses at Red Arc can refer members for external third party intervention. In the case of mental health support around 70% of all new cases have required third party intervention via the provision of counselling.





*... by far
the most*

*significant reason
for contacting Red
Arc is in relation to
people experiencing
mental health
problems, with over
three times the
number of the next
largest category...*

Given the increasing numbers requiring support, and also the numbers requiring external counselling, it will come as no surprise that the cost of continuing to provide the service has risen massively. In the last year the cost of providing this service to Merseyside Officer's was nearly £100,000.

At this year's Group Insurance Renewal this presented a significant challenge to the Trustees who are trying to balance the service required by our members with the overall cost of the scheme.

The high usage of Red Arc, and the feedback we receive from those who access the service, meant that it was apparent that the service is very much needed and withdrawing the cover would have created a significant gap in our welfare support and provision. However, trying to cover the full annual cost of Red Arc in its current format through Group Insurance Subscriptions was also unsustainable. To try and achieve the right balance we have had to introduce a number of changes to the Red Arc Provision which are reflected in the table right:

If you are not a member of the Group Insurance Scheme, or wish to take out the partner option to extend cover to your family members, please contact the Federation Office for further details.

Pre 01/04/16	Post 01/04/16
Cover extended to all the family.	Cover limited to subscribing member only. Partners and their children will remain eligible for cover where either the member has elected to cover their partner via the spouse option; or in the case of co-habiting police officers both are members of the main scheme.
No requirement to prove membership of the Group Insurance Scheme.	There will be a requirement to validate membership. To ensure the service remains totally confidential each month Red Arc will receive a report of the collar numbers of those serving officers who subscribe to the scheme, and employee numbers of Police Staff members. The member and/or their partner or children will be required to provide the collar number of the main member of the scheme and eligibility for support will be verified by Red Arc.
Third Party intervention of Physiotherapy for orthopaedic problems available when there is a clinical need.	Physiotherapy only available when linked to a serious illness. Physiotherapy will continue to be available via the North West Police Benevolent Fund from the Federation Office.
All funding via Group Insurance Subscriptions.	The overall costs will be part funded via our member services account. Subject to approval of the Trustees we may pay for specific cases outside the scope of the scheme based on a clinical need.
Automatic referral and contact from Red Arc following a critical illness claim.	Members of the Group Insurance Scheme diagnosed with a critical illness will be notified of the service but referral to Red Arc will be from the individual.

It's Time to Stand Up

Barry Fletcher is our regional representative on the Interim National Board of the Police Federation; he looks at some of the issues facing us at a national level.

Colleagues, at our conference last year the Home Secretary accused the Police Federation of crying wolf. I disagreed with her comments at the time and I disagree even more almost one year on. We have seen the way that the government has changed the pension scheme and the continuing political degradation of the role of Constable. Whilst the Chancellor did not make any further cuts to the Policing budget this year, there are still millions that need saving which will again affect the front line of policing. As your regional representative I sit on the Interim National Board and I have been very vocal in ensuring that we are and will continue to, stand up for what is right for both the public and the basic rights of officers.

As the Chair of the National Inspectors Committee I have gained a tremendous amount of experience over the past 21 months and continue to negotiate and influence on your behalf. Although I appreciate that at times it may feel that the federation is stuck in the mud, trust me when I say it isn't.

At present, along with other colleagues off the Interim National Board, I have met with the policing minister and continue to meet and provide evidence to the Home Office that the current terms and conditions for the Inspectors and Chief Inspectors is both unfair and out of date. This has nothing to do with the 'overtime buyout' of 1994 but has everything to do with the fact that across some forces there is no protection for those two ranks when being recalled to duty and public holiday working. This is not about money and we are not naive to think that there would be any financial offer from the government, what we are attempting to do is have change through legislation, that will at least ensure those ranks will be afforded



some level of protection in their work/life balance. This work is vitally important, as the Government has made no secret of the fact it intends to explore the salaried of Sergeants at some point. I don't need to tell you of the implications of that and where the Government might then decide to look. All of the work done by the different ranks is for the good of all ranks.

We have also seen recently the attempt by some official bodies to introduce Compulsory Severance for police officers. This was defeated in a vote by the Chief Officers who were lobbied by the PFEW. However, it must remain at the front of our minds that this issue may well return. At a National meeting a paper was brought by the Metropolitan Police federation asking that if Compulsory Severance was introduced, then we should seek full employee rights. I was vocal in support of that paper and it is now national policy that we will seek (and when I mean seek, we will demand and fight for full employee protection and rights.) You may also have

heard that we are pushing for a 2.8% pay rise instead of the 1% that the government said was the cap. If we were getting one at all! I spoke out against this as did the other regional and local federation reps and we insisted that we attempt to get a better deal. When looking at pay, we now have to provide evidence rather than a bland demand for more pay, however, the evidence supplied and collated at Federation Headquarters will stand us in good stead and it is only right that a pay rise is forthcoming after years of stagnation.

Colleagues, there are times when we lose, there are times when we get what we are rightly entitled to and there are times when we have to meet in the middle. Be assured however that the officers of Merseyside and the officers in my region are well represented. I still work closely with officers throughout Merseyside supporting them in matters of conduct and performance and can be contacted through our offices at Green lane.

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Slater and Gordon has been working with the Police Federation for five decades, representing Police Officers against claims of misconduct and criminal behaviour, in personal injury and employment claims, family law matters and in cases of defamation.

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*Optional extras at an additional cost on top of the premium. Cover for possessions away from the home start from £2,000. Our Renters' Insurance is provided by Royal & Sun Alliance Insurance plc. PMGI Limited, trading as Police Mutual, is authorised and regulated by the Financial Conduct Authority. Registered in England and Wales No. 1073408. Registered office: Alexandra House, Queen Street, Lichfield, Staffordshire WS13 6QS. Calls to 0800 numbers are free from UK landlines and mobiles. For your security, all telephone calls are recorded and may be monitored.

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compromise
on your level
of cover

Only 33%
of renters'
have home
insurance
cover**



No fees

That's not all. We don't charge you extra to spread the cost of your policy with interest-free monthly payments; we'll also pay any cancellation fee up to the value of £125 from your existing insurance provider; we'll put you up in alternative accommodation after an insured loss and, last but not least, we won't charge any administration fees if you wish to make changes to your policy or require duplicate documents.

Who is eligible?

Renters' Insurance is available to the wider Police family, including serving or retired Police Officers, Staff and Specials. Your partner, parents, brothers, sisters, children, grandchildren, nieces, nephews and in-laws can all benefit by becoming members of Police Mutual. Terms and conditions apply.

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*For every new Renters' Insurance policy purchased from 7 September 2015, with a policy start date before 30 June 2016, you'll receive a free tastecard for 12 months. To receive your tastecard you will be provided a redemption code and a link to the tastecard site, you will then need to sign up by providing your name, address, email and need to agree to tastecard's data protection agreement. No personal detail will be exchanged from Police Mutual to tastecard. Full terms of these offers are available by emailing us on info@pmas.co.uk

**Optional extras at an additional cost on top of the premium. Cover for possessions away from the home start from £2,000. **ICM conducted research with a nationally representative sample of 2049 UK adults on behalf of The Co-operative Insurance. ICM Research is a Public opinion researcher that was founded in 1989. ICM Research rebranded in November 2014 to ICM Unlimited.

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With our Renters' Insurance you have the option to cover your possessions inside and outside of your home. At an additional cost we can cover your items up to £2,000 while out and about.* So now there's no need to compromise on protecting the things that matter most to you.

So whether it's a bike left outside a shop or a laptop taken to a café we've got you covered.



Important Changes to Police Misconduct Procedures

Dave Lowe looks at the potential effect on all members to recent changes. It is important you are aware.



By **Dave Lowe**,
Misconduct Lead
Merseyside Branch
Board

Well 2016 is upon us and with it brings yet another change to the Misconduct world. As from the 1st January 2016 all Gross Misconduct Hearings are to be chaired by independent legally qualified people. The panel will also have an officer of Superintendent rank or above and an independent member.

During 2015 we had seven officers dismissed from the organisation; four were from a result of being convicted at court.

The current theme relating to gross misconduct relate to sex workers. Now there's nothing I can say with regards to falling foul if you contact and utilise the services offered by sex workers whilst on duty. Think about it at the very least its discreditable conduct. That's if it's only internal Gross Misconduct. More often than not you will be facing an allegation of Misconduct in a public office, which is when a public officer acting as such wilfully neglects to perform his duty and/or wilfully misconducts himself to such a degree as to amount to an abuse of the public's trust in the office holder without reasonable excuse or justification.

Misconduct in public office is an offence at common law triable only on indictment. It carries a maximum sentence of life imprisonment. It's your choice.

The increase as per the Home Secretary's request for the IPCC to carry out more investigations is becoming prevalent. IPCC

cases continue with local, supervised, managed and independent cases on the increase in Merseyside. What you won't be aware of is the threshold for the IPCC to serve offices and carry out investigations is extremely low.

Already to date I have been involved in 12 interviews by the IPCC from statements being obtained from officers to criminal and gross misconduct interviews at their head office at Sale in Manchester.

In 2015 we advised and represented many Merseyside officers who were subject to such allegations, through both criminal proceedings and the misconduct process. It is important to remind you that the cover provided by the Federation gives members access to specialist solicitors and barristers, experienced in police matters, who will provide advice and representation as required, at either criminal court or misconduct hearings, including investigations led by the IPCC.

What some of you may not realise is that the cover provided by Federation subscriptions is only in relation to matters that arise on duty and in relation to your duties in the Office of Constable. There are many instances where funding cannot be provided by the Federation; probably one of the most common examples being an investigation arising from an off-duty incident, whether that is a criminal allegation or an internal gross misconduct enquiry. Although this situation can be just as job threatening as an on-duty incident, and lead to a criminal trial and/or a gross misconduct hearing, Federation Fund Rules preclude providing funding for representation at either the court or panel hearing, even if the member refutes what is alleged.

In such a scenario, the individual officer would meet the costs of legal representation, unless he/she are members of the Police Federation Group Insurance Scheme. In the event of funding not being available most of you will be aware that your Federation subscriptions provide invaluable legal protection in respect of any allegations that arise from your duty as a Police Constable.

Officer 'A' was placed under investigation which included criminal allegations. The CPS decided that the officer should be charged with several offences which they had always denied. There was a trial with representation from Queens Counsel which resulted in a re-trial; the re-trial concluded with the officer being acquitted on all counts. The total cost for Officer 'A's representation from being served to acquittal, £110,263. Can you afford this if you are wrongly accused?

Legal Expenses Cover through the Group Insurance Scheme through the Federation, this is automatically picked up by the legal expenses policy and gives you the peace of mind that you have access to the same panel of specialist, experienced solicitors and barristers on a 24/7 basis.

If you are not covered then please give this serious consideration, its more than just a legal insurance policy, it's not a nice position to be in when I have to explain to officers that they are not covered for their representation and they will have to find potentially thousands of pounds to represent them.

For more information please contact Colette Knox at Green Lane on 0151 259-2535.

Diary of a Fed Rep

Peter Howell is a workplace Rep working in South Liverpool. He talks about his experiences.

I've often been asked the question "What has The Fed ever done for me?" This is something I'll come back to at the end.

I have been a Sergeant's Fed Rep for just over four years. In that time I have supported members (mainly Constables) through some very serious and complex matters. I have had to visit a Police Officer who had been arrested, and was in Police Custody. I have continued to support them through The Judicial Process.

I have accompanied officers to interviews conducted by P.S.D. In many cases the officers have not been entitled to have a Solicitor present, because the matter has not been criminal. This creates enormous pressure when as "The Police Friend" the officer may look to me for advice. I have supported an officer and their family when they were interviewed for a criminal offence. I accompanied them to court; I was present when they were found guilty. I then attended a Special Hearing to represent the officer, chaired by The Chief Constable. The officer dismissed from the service. I then had to tell the officer that they had lost their job.

It's not all bad though! I have assisted officers during interviews, Misconduct Hearings, Gross Misconduct Hearings and Probationary Hearings. It gives me great satisfaction when officers are allowed to remain in the police service, and quite often given another chance.

As an Area Fed Rep we all have full time police posts; for example I am a Neighbourhood Sergeant currently posted in The Liverpool Area. This obviously leads to great demands, sometimes I feel like I have two full time jobs. I often have to work rest days and vary my shifts (as



well as answering telephone enquiries) in order to keep on top of my increasing work load.

Why be a Fed Rep? We all joined the police to serve our communities. We all become Fed Reps to serve you, our members. We are the emergency service for the Police Service. We pride ourselves in the fact that we will always be there for our members. As human beings we can make catastrophic mistakes, we can be in the wrong place at the wrong time, or we can be the victims of malicious allegations. We are there to support you, you will not be judged, and you will always be treated with dignity and respect.

I quite often get asked for advice regarding Police regulations. If I don't know the answer to a particular question or query, I will always find the person that does.

At a national level, the Fed are in negotiation with Central Government regarding pay and conditions. Please

remember these people negotiating on our behalf are serving Police Officers. They will always try to negotiate the best deal for our members.

Can I please remind our members that The Fed covers on duty matters, the Group Insurance covers off duty matters. If you owned a Bentley valued at £150000 you would have it fully insured, So Please ensure that you have the relevant cover. Your careers and pensions are probably worth more than the Bentley.

Coming back to the original question; "What has The Fed ever done for me?" At a national level The Fed will always try negotiate the best deal. At a local level we are always there to offer advice and support; as I mentioned I view us as the emergency service for the police.

If you complete your service without ever using The Fed it will mean that you have had a trouble free career and private life.



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Police CU is the credit union for Merseyside Police Officers and Staff, here to lend you money for the things you need and help you save.

But, in trying to be responsible, maybe we've been a bit too cautious - and we're putting this right.

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Police Credit Union: Time for a Change?

In the last issue, I mentioned the terrific facelift scheduled for Malvern House at Green Lane, where Police CU's Liverpool Branch Office is situated. It had been recognised by your Federation that it was time for a change.



By **Peter Evans**,
Chief Executive
PCU

In fact, it never hurts to take a step back and review how we're doing - it prevents us taking anything for granted!

There's been another case of this recently, when we realised that members in Liverpool were "voting with their feet" – and the number of loans being taken out was reducing. Well, we did take a step back and we took a long hard look at ourselves – and realised that, in trying to be diligent, we were perhaps being a bit TOO cautious in the way we were deciding who would be offered a loan, how quickly and for how much.

Maybe we'd put too much emphasis on processes – slowing things down – and maybe we were being more careful than we needed to. Perhaps we'd started to forget why we exist – to serve members who want and, sometimes, really need our help. The ethos of the credit union you've known for so many years via Malvern House must remain intact.

As you'll appreciate, knowing when it's appropriate to lend money is a complex procedure and we have to balance our members' eagerness to get the loans they want with the time it takes to make a responsible credit assessment. We have to remain ever mindful that we are lending

out savings predominantly taken from your colleagues in the police family and we have a duty to protect them.

But let me 'cut to the chase'. We HAVE made changes to the loan assessment procedure...We WILL try to provide loan decisions faster...We DO plan to offer more loans and win members back from alternative providers who might not always be offering members the best deal they could get. We want to get back to where we were.

To be clear, what we've done is to re-empower our Liverpool branch staff to make prompt decisions on loans of a higher value than before and not to slow the process by referring elsewhere in Police Credit Union.

And, as always, we guarantee that your application will be assessed personally, by a PCU member of staff. This is important because, at many "mainstream" lenders, if there's a slight query over someone's credit history, their application may be automatically rejected, slowed down or have the interest rate increased – there's no room for dialogue or a closer look at the circumstances.

We will definitely not fob you off with "The computer says no"!

As to the alternative lenders, I have to admit that there are some good deals out there – but please, do look beyond the 'headline rate'. The quoted rate doesn't always apply to the size of loan

you want. Sometimes, there are charges for setting up the loan or penalties for early repayment.

The Police CU was set up by the police, for the police. We may have grown but that does not change our reason for existing or our desire to do the fair and right thing for you in Merseyside Force. It's worth remembering that we also provide life insurance cover on loans (as well as savings) at no extra cost, subject to expected terms and conditions. Plus, we make it easier to pay your regular loan repayments, through deduction straight from your salary. We charge the same rate, regardless of credit history and there are no fees or early settlement charges. Interest is charged on the reducing balance and not charged up front, as can happen with so many loans.

Please take a look at our range of loans at www.policecu.co.uk/loans. You'll find there's a choice to suit most needs. We've even included safe alternatives to the infamous "payday loans" and "doorstep loans".

I hope you'll see that we've taken decisive action to respond to your comments and actions, to make PCU your 'preferred provider' of loans in the future.

Carol, Sandra and John at your branch office are waiting to hear from you! Call in at Malvern House and check out the refurbishments or just call 0845 241 7504.

Merseyside Police Federation

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Sefton	MIKE BARRETT (8388) CROSBY, A BLOCK EXT: 73676 MOBILE: 07802 893397	GARY HASTEWELL (1067) MARSH LANE, INTELLIGENCE UNIT EXT: 73826 MOBILE: 07525 747718	ALASDAIR RANKINE (3087) MARSH LANE, OTU & RESOURCING EXT: 73066 MOBILE: 07792 150035
Knowsley	KIRSTY JENNETT (1116) HUYTON OTU EXT: 76298 MOBILE: 07942 866819	GRAHAM AXON (8256) PRESCOT, PATROL D BLOCK EXT: 76306 MOBILE: 07792 228880	CHRIS LEACH (1679) PRESCOT EXT: 76346 MOBILE: 07736 040346
St Helens	TIM KELLY (7641) INTELL, ST HELENS EXT: 76007 MOBILE: 07843 290541	STUART ROUTLEDGE (1392) ST HELENS CUSTODY MOBILE: 07714 346035	STEPHEN POTTER (8301) ST HELENS RESPONSE C EXT: TBA MOBILE: 07764 511162
Liverpool	BOB OLIVE (7586) SAS, CIM, C BLOCK EXT: 74898 MOBILE: 07738 136493	KIERAN CANNELL (1718) SAS E1 DISRUPTION EXT: 74042 MOBILE: 07954 546015	ANDY BARRY (1129) SAS E9 NHOOD DISRUPTION EXT: 74056 MOBILE: 07702 934648
Liverpool	ANDY WIGNALL (1556) ALLERTON EXT: 75141 MOBILE: 07595 004639	PETER HOWELL (1224) N'HOOD SGT, ADMIRAL ST EXT: 75356 MOBILE: 07460 843043	DAVE JONES (1377) ADMIRAL ST, RESPONSE, B BLOCK EXT: 75301 MOBILE: 07725 030340
Reserve	JANE ARROWSMITH (1470) MSOC ROADS POLICING, SMITHDOWN LANE EXT: 75720 MOBILE: 07793 222731	STEPHANIE BARCROFT (1164) THATTO HEATH, D2 N'HOOD SOUTH TEL: 01744 815538 MOBILE: 07932 655361	CAROLINE CARMICHAEL (1595) ST HELENS IST EXT: 76862 MOBILE: 07791 538024
HQ (CJU) (PSD)	BARRY FLETCHER (8793) FEDERATION OFFICE EXT: 77500 MOBILE: 07894 807980	WENDY SUDWORTH (1070) CCJ CUSTODY, ST HELENS EXT: 76858 MOBILE: 07759 950990	VACANT
CID (DSU MIT)	BEVERLEY HYLAND (1079) UNITY TEAM, MATHER AV EXT: 71380 MOBILE: 07709 467628	DAVE LAMBERT (7487) BRUNSWICK DOCK EXT: TBA MOBILE: 07905 364420	STEVE BAKER (1075) SIGMA TEAM, SAS EXT: 74843 MOBILE: 07914 360456
MSOC	MIKE MCFALL (8073) ROADS POLICING, SMITHDOWN LANE MOBILE: 07725 143271	PAULA OLDHAM	PHIL GRIFFITHS (8807) MATRIX FIREARMS MOBILE: 07525 409528



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