

## Welcome to Conference 2014



Dear Colleague,

It gives me great pleasure to welcome you to Bournemouth for our 90th annual conference. The 2014 conference is set to be the most important any of us will ever attend as we usher in a period of major change resulting from the Independent Review.

Conference has always been a pivotal event in the policing calendar presenting us all with the unique opportunity to share good practice and to debate the extraordinary issues we are facing regionally and nationally.

We welcome representatives from the 43 forces throughout England and Wales, also from Scotland, Northern Ireland and overseas, not to mention our colleagues from the Association of Chief Police Officers, the Superintendents' Association and senior officials from the Home Office.

Our joint purpose this week is to address the issues arising from the Independent Review and, through discussion, form a clear, unified vision of the direction the Federation will move in. We will endeavour to engage and engender debate around the recommendations of the review as the decisions we make this week will provide a blueprint for change and guide the Federation into the future.

I would like to thank the Home Secretary and all our guest speakers, conference exhibitors and sponsors for their continued support. Please take time to visit the exhibition hall.

Enjoy conference.

**Steve Williams**  
**Chairman**

Police Federation of England and Wales

## Security Information

As always the Police Federation of England and Wales extends a welcome to you and hopes that you have a most successful and enjoyable Conference. The following advice is intended to ensure that your stay is safe and you are requested to follow this advice in your own interest.

Search procedures will operate at the entrance to the Bournemouth International Centre. We are assisted by NARPO Stewards, Police Federation Stewards and the Bournemouth International Centre security personnel who will check that you are wearing the correct admittance pass. As part of our security measures any bags will be searched. If you have any problems or require advice please talk to those on duty, who will do their utmost to assist.

Please be kind enough to co-operate with the security personnel as their sole purpose is to ensure your safety. The entire site has CCTV coverage which is continually monitored by security personnel both day and night.

Please do not leave bags, briefcases, cameras or anything else unattended at any time. Please arrive in good time to minimise delays.

## Admittance Passes

The Bournemouth International Centre will become an "Island" site and you will not be able to gain admittance without a pass issued by the Police Federation Accreditation Unit.

On arriving at the Bournemouth International Centre at the Exeter Road Main Entrance, please collect your conference pass from the Accreditation Office if you haven't already done so. The Accreditation Office will be located on the right hand side of the main entrance.

You will need to wear your identification pass when entering or within the Conference Areas so that it is available for inspection at all times. You will not be allowed through the checkpoints without it. If you lose your pass or require late accreditation please make your way to the Police Federation Accreditation Unit. Contact: Louise Dunne 07850 712723 / Charlotte Clover-Lambert 07841 366974.

## Bournemouth International Centre - Entrance

During Conference admission hours **everyone will use the Exeter Road Main Entrance** at the front of the building. This will gain admittance to the Police Federation Exhibition Area in the Solent Hall with approx 50 Exhibition Stands and the Conference Halls.

## Lost Property

Ask any of the Stewards or support staff and you will be directed to the Police Federation Conference Office which retains any found property.

## **BIC Safety Procedures**

The Bournemouth International Centre has a number of coded messages to assist with dealing with incidents such as fire, hoax bomb calls and any other incident, which may occur during conferences/exhibitions.

Certain members of BIC trained staff and PFEW Stewards will respond should any such coded message be announced over the public address system.

In the event that an evacuation of the building is necessary it is imperative that delegates follow instructions given by BIC staff and PFEW Stewards. Personal belongings are to be taken as no re-admission will be allowed without the permission of the police/fire services.

## **Coach Arrivals for Observers**

Could JBBs whose Observers are attending by coach please inform the coach companies to drop off Observers at the pull in bus stop just to the left of the BIC (if looking at the building from the outside) rather than use the service road in the front of the building. There will be cars exhibited in the service road along with signage and advertising which will narrow the width of the service road quite considerably. There will still be room for them to pull up and wait before picking up at the end of the day but it would help if we could minimise the traffic in this area to the pick up only.

## **Smoking**

The BIC is a no smoking venue. Smoking is only permitted outside the premises.

Conference / Exhibition delegates are required to leave the venue, but can smoke outside of the main front doors of the Bournemouth International Centre, and can smoke on the Cliff Path to the side of the Bournemouth International Centre. They are not permitted to smoke in all other areas including private service roads and within any of the car parks owned by the Bournemouth International Centre.

## **Disabled Visitors**

If you require any information regarding accessibility to the event/venue please contact Nyki Curtis on 07872 678604.

## **First Aid Facilities**

The BIC's first aid room is situated by the entrance to the Solent corridor by the Main Foyer. If you need first aid attention please make your way to the first aid room or contact Nyki Curtis in the Conference Office or telephone 07872 678604.

In an emergency telephone Extension 6444 on one of the phones around the BIC. Please state the nature of the emergency and the location of the Patient.

## **Catering Points**

The main Catering points for the event will be in the Exhibition Area in the Solent Hall and Coffee Republic in the Main Foyer.

## **Getting an idea discussed at conference**

Every year we look to make the forum debates at annual conference relevant and practical to frontline policing, pertinent to core Federation issues including terms, conditions and welfare, but also to highlight major areas of concern about policing and the criminal justice system which are of interest to the wider public and media.

If you have an idea for conference we want to hear from you.

Conference planning usually starts in the autumn and a circular is sent to all Federation Joint Branch Boards by the national Chairman asking for ideas and contributions. Therefore it would be wise, in the first instance, to contact your Joint Branch Board with your idea.

The Branch Board will then put your idea forward to the national Chairman's Office, and it will be raised at the early conference planning meetings.

You will be informed of the decision. If the idea is taken forward then you will be asked to assist, and may be asked to participate.



Will Riches  
Chairman



## Constables' Central Conference Agenda

Commencing 9.00am  
Tuesday 20th May 2014

Windsor Hall



Paul Barker  
General Secretary/  
Treasurer

### Item 1 **Chairman's Welcome**

Mr Will Riches.

### Roll Call

### Item 2 **Adoption of Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution**

To adopt the Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution as they appear in the 1st, 3rd and 4th Reports of the Conference Arrangements Committee.

### Item 3 **Appointment of Stewards**

The Stewards have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee.  
To approve.

### Item 4 **Appointment of Scrutineers**

The Scrutineers have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee.  
To approve.

**Note:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

### Item 5 **Conference Arrangements Committee**

To accept the 5th Report of the Conference Arrangements Committee for the separate Conference.

## **Item 6 Motions**

### **Motion 1 Trustees' Report** **CCC**

"That this Conference receives and accepts the report of the Trustees of the funds under the control of the Constables' Central Committee."

### **Motion 2 Treasurer's Report** **CCC**

"That this Conference receives and accepts the report of the Treasurer of the Police Federation (Constables) Fund."

### **Motion 3 Annual Report** **CCC**

"That this Conference receives and accepts the Annual Report of the Constables' Central Committee for the year 2013, together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position."

## **Item 7 Elections:**

Members to the Central Committee  
Reserves to Members of the Central Committee  
Trustee to the Constables' Fund  
Reserve Trustees to the Constables' Fund  
Two Members (Provincial Forces) to the Constables' CAC

## **Item 8 Economic Report**

Prof Bob Elliott, Advisor to the CCC.

## **Break 10.15 – 10.45 am**

## **Item 9 Chairman's Keynote Speech**

Mr Will Riches.

## **Item 10 Question and Answer Session**

A panel of special guests to be facilitated by Ian Collins.

## **Item 11 Any Other Business**

## **Item 12 Closure**

Date of next Conference: Tuesday 19 May 2015, BIC, Bournemouth.



John Giblin  
Chairman

## Sergeants' Central Conference Agenda

**Commencing 8.45am  
Tuesday 20th May 2014**



Andy Fittes  
General Secretary/  
Treasurer

**Tregonwell Hall**



**Item 1 Roll Call**

**Item 2 Adoption of Conference Regulations and Standing Orders:**

**CAC Terms of Reference and CAC Constitution**

To adopt the Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution as they appear in the 1st, 2nd, 3rd and 4th Reports of the Conference Arrangements Committee.

**Item 3 Appointment of Stewards**

The Stewards have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee. To approve their appointment.

**Item 4 Appointment of Scrutineers**

The Scrutineers have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee. To approve their appointment.

**Note:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and announce the result in open conference.

**Item 5 Nominations for the Sergeants' Central Committee**

To note nominations closed for appointment to the Sergeants' Central Committee on 31 March 2014.

- Item 6 Conference Arrangements Committee**  
To receive and accept the 5th Report of the Conference Arrangements Committee for the Separate Conference.
- Item 7 Election of Central Committee Members**  
To elect the Sergeants' Central Committee for the triennial period 2014 – 2017
- Item 8 Nomination of Reserves to the Central Committee**  
To note nominations closed for Reserves to the Sergeants' Central Committee on 31 March 2014.
- Item 9 Nomination of three Trustees to the funds of the Sergeants' Central Committee**  
To note nominations closed for the election of three Trustees to the Funds held by the Sergeants' Central Committee on 31 March 2014.
- Item 10 Nomination of Trustee (Sergeants' Representative) to the funds of the Joint Central Committee**  
To note nominations closed for election of one Trustee (Sergeants' Representative) to the Funds held by the Joint Central Committee on 31 March 2014.
- Item 11 Election of reserves to the Sergeants' Central Committee**  
To elect reserve members to the Sergeants' Central Committee for the triennial period 2014 – 2017.
- Item 12 Election of Trustees to the funds held by the Sergeants' Central Committee**  
To elect three Trustees to the Funds held by the Sergeants' Central Committee for the triennial period 2014 – 2017.
- Item 13 Election of one Trustee (Sergeants' Representative) to the funds of the Joint Central Committee**  
To elect one Trustee (Sergeants' Representative) to the Funds held by the Joint Central Committee for the triennial period 2014 – 2017.
- Item 14 Nomination of three Reserves to the Trustees to the funds held by the Sergeants' Central Committee**  
To note nominations closed for election of three Reserves to



the Trustees to the Funds held by the Sergeants' Central Committee on 31 March 2014.

**Item 15 Nomination of three Reserves to the Trustee (Sergeants' Representative) to the funds of the Joint Central Committee**

To note nominations closed for three Reserves to the Trustee (Sergeants' Representative) to the Funds held by the Joint Central Committee on 31 March 2014.

**Item 16 Nomination of Sergeants' Representative to the Conference Arrangements Committee (CAC) – Provincial Forces**

To note nominations closed for two Sergeants Representatives to the Conference Arrangements Committee (CAC) on 31 March 2014.

**Item 17 Nomination of three Reserves (Sergeants' Representative) to the Conference Arrangements Committee (CAC)**

To note nominations closed for three Reserves (Sergeants' Representative) to the Conference Arrangements Committee (CAC) on 31 March 2014.

**Item 18 Election of reserves to the Trustees to the funds held by the Sergeants' Central Committee**

To elect three Reserves to the Trustees to the Funds of the Sergeants' Central Committee for the triennial period 2014 – 2017.

**Item 19 Election of three Reserves to the Trustee (Sergeants' Representative) to the funds of the Joint Central Committee**

To elect three Reserves to the Trustee (Sergeants' Representative) to the Funds held by the Joint Central Committee for the triennial period 2014 – 2017.

**Item 20 Election of Sergeants' Representative to the Conference Arrangements Committee (CAC) – Provincial Forces**

To elect the Reserve (Sergeants Representative) to the Conference Arrangements Committee for the Triennial Period 2014 – 2017. (Follow up from Item 16).

**Item 21 Election of the three Reserves (Sergeants' Representative) to the Conference Arrangements Committee (CAC)**

To elect the Three Reserves (Sergeants' Representative) to the Conference Arrangements Committee for the Triennial Period 2014-2017. (Follow up from Item 17).

**Item 22 Motions**

**Motion 1 Annual Report** **SCC**

"That this Conference receives and accepts the Annual Report of the Central Committee for the year 2013, together with further verbal reports as may be necessary, to enable all Delegates to be informed of the up-to-date position.

**Motion 2 Trustees' Report** **SCC**

"That this Conference receives and accepts the report of the Trustees of the Police Federation Sergeants' Central Committee's funds."

**Motion 3 Treasurer's Report** **SCC**

"That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Sergeants' Central Committee."

**Item 23 National Custody Officers Forum**

To receive a Report from Mr. D. Harris, Chairman, National Custody Forum (NCF).

**Item 24 Launch of the Well Being Sergeants' Booklet**

To receive a Report from Mr. D. Campbell, Sergeants' Central Committee

**Item 25 Chairman's Address to SCC Conference**

Mr. J. Giblin, Chairman, Sergeants' Central Committee

**Break**

**Item 26 Forum Session**

The Forum will build upon the Custody Fringe held at the Sergeants' Central Conference last year. It will concentrate on the latest stage of the eighteen month project, originally initiated by West Midlands Police Federation and subsequently developed nationally by the Sergeants' Central

Committee in partnership with Dr Jonathan Houdmont, Nottingham University. The project focuses on the examination of stress within the Custody suite.

This longitudinal study originally produced an Interim Report, which evidenced burn out, a feeling of being undervalued and a desire in many to consider alternative. It will be fascinating to receive the Final Report and give delegates the opportunity to ask questions on the findings of the completed research. To complement this ACC Dawn Copley, the National Custody lead has agreed to share the platform to give an ACPO response to the findings.

**Item 27 Any Other Business**

**Item 28 Closure**





Alan Ogg  
Chairman



## Inspectors' Central Conference Agenda

Tuesday 20th May 2014

Purbeck Hall



Ian Trueman  
General Secretary/  
Treasurer

### 9.00am Chairman's Welcome

**Item 1** Alan Ogg

**Item 2** Retiring members

**Roll Call Chairman**

**Item 3 Adoption of Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution**

To adopt Conference Regulations and Standing Orders; CAC Terms of Reference and CAC Constitution as they appear in the 1st, 2nd, 3rd and 4th Reports of the Conference Arrangements Committee.

**Item 4 Appointment of Stewards**

The Stewards have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee.  
To approve.

**Item 5 Appointment of Scrutineers**

The Scrutineers have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee.  
To approve.

**Note:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference

**Item 6 Conference Arrangements Committee**

To accept the 5th Report of the Conference Arrangements Committee for the Separate Conference.

**Item 7 Election of Inspectors' Central Committee members**

One nominee to be elected from Regions 1-7 inclusive, two from No. 8 region and one Policewoman Reserve member for the triennial period 2014-2017.

**Item 8 Election of Reserves to the Inspectors' Central Committee**

Elections for the appointment of three Reserves from each region and three policewomen reserve representatives for the triennial period 2014-2017.

**Item 9 Election of three Trustees to the funds held by the Inspectors' Central Committee**

To elect three Trustees to the funds held by the Inspectors' Central Committee for the triennial period 2014-2017.

**Item 10 Election of Reserves to the Trustees to the funds held by the Inspectors' Central Committee**

To elect three Reserves to the Trustees to the funds of the Inspectors' Central Committee for the triennial period 2014-2017.

**Item 11 Election of members to the Conference Arrangements Committee**

To elect members (Provincial and Metropolitan) to the Conference Arrangements Committee for the triennial period 2014-2017.

**Item 12 Election of Reserve members to the Conference Arrangements Committee**

To elect Reserve members (Provincial and Metropolitan) to the Conference Arrangements Committee for the triennial period 2014-2017.

**Item 13 Motions**

**Motion 1 Annual Report ICC**

"That this Conference receives and accepts the Annual Report of the Inspectors' Central Committee for the year 2013, together with verbal reports as may be necessary to enable

delegates to be informed of the up-to-date position of items contained therein”.

**Motion 2 Trustees’ Report ICC**

“That this Conference receives and accepts the report of the Trustees of the Police Federation Inspectors’ Central Committee Funds, for the year 2013”. Mr John Partington.

**Motion 3 Treasurer’s Report**

“That this Conference receives and accepts the report of the Treasurer of the Funds under the control of the Inspectors’ Central Committee, for the year 2013”.

**Item 14 Chairman’s Address**

Alan Ogg

**Item 15 General Secretary’s Update**

Ian Trueman

**Coffee Break**

**Item 16 20/20 Vision - The Future**

Question Time Panel Session, facilitated by Alastair Stewart:  
Inspector Michael Brown, West Midlands  
Chief Constable Mike Cunningham, Staffordshire  
PCC Gwent, Ian Johnston  
Professor Peter Turnbull, Cardiff Business School  
HMCIC, Tom Winsor

**Item 17 PFEW Independent Review discussion**

**Item 18 Closing Comments**

Chairman, Alan Ogg







Steve Williams  
Chairman

## Joint Central Conference Agenda

Tuesday 20th May 2014

Windsor Hall



Ian Rennie  
General Secretary

Facilitator John Stapleton

### Item 1 2.00pm - Welcome from Chairman

#### **Adoption of Conference Regulations and Standing Orders**

CAC Terms of Reference and Constitution as printed in the 1st, 3rd, 4th and 5th Reports of the Conference Arrangements Committee.

#### **Appointment of Stewards**

The Stewards have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee.  
To approve.

#### **Appointment of Scrutineers**

The Scrutineers have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee.  
To approve.

**Note:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

#### **Nominated Trustees from all Ranks**

Note the nominated Trustees from Separate Central Committees.

#### **Conference Arrangements Committee.**

To accept the 5th Report of the Conference Arrangements Committee for Separate Conferences

**Item 2 2.15pm**

Rt.Hon Yvette Cooper MP – Shadow Home Secretary

**Item 3 2.30pm – Women’s Reserve  
Valuing the Difference**

Sam Roberts – Chairperson National Women’s Reserve Seat

Jayne Monkhouse OBE – Equality Advisor

Acting Chief Inspector Claire Burgess – Professional Standards  
Directorate, City of London Police

Professor Jennifer Brown BA (Reading) PhD(Sur) CPsychol

FBPsS – Deputy Chair Independent Commission

Franstine Jones – President National Black Police Association

Sophie Howe – Deputy Police and Crime Commissioner South  
Wales (Vox Pop)

Motivational Speaker

**Break 4.30pm**

**Item 4 4.45pm – Together through Crisis**

Chief Superintendent Nick Adderley – Territorial Commander  
North Manchester Division

**Evening Seminar Purbeck Lounge**

PFNDF

## Joint Central Conference Agenda

Wednesday 21st May 2014

Windsor Hall



- Item 5 9.00am – Special Constables’ Update**  
Andy Fittes – Chair, Special Constables’ Working Group  
Jayne Willetts – Secretary, Special Constables’ Working Group  
DCC Michael Banks – ACPO  
Representative of ASSCO
- Item 6 9.30am – The Thinning Blue Line: Officer Independence and the Rule of Law**  
Shami Chakrabarti CBE – Director of Liberty
- Break 10.30am**
- Item 7 11.00am Keynote Speeches**  
Steve Williams – Chairman, PFEW  
Rt Hon Theresa May MP – Home Secretary
- Lunch 12.30pm**
- Lunchtime Seminar Purbeck Lounge**  
Roads Policing
- Item 8 1.45pm – Independent Review**  
Sir David Normington GCB – Panel Chair  
Anthony Painter – Director, Secretariat at the RSA  
Steve Williams – Chairman, PFEW
- Break 2.30pm**
- Item 9 3.00pm – Annual General Meeting**



## **Joint Central Conference Agenda**

**Thursday 22nd May 2014**

**Windsor Hall**



**9.00am Annual General Meeting**

**Break 10.00am**

**10.30am Annual General Meeting**

**Lunch 12.30pm**

**Lunchtime Seminar Purbeck Lounge**  
Women's Reserves

**1.30pm Annual General Meeting**

**Joint Agenda 2014**

## Annual General Meeting

Election of the Reserve Seat member of the CAC and three reserves to the Reserve Seat

- 1. Trustees Report (Treasurers)** **JCC**  
"That this Conference receives and accepts the report of the Trustees of the Police Federation (Joint) Fund."
- 2. Federation Funds – Treasurer’s Report (Treasurers)** **JCC**  
"That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Central Committee."
- 4. Special Constabulary to become members of PFEW (Special Constabulary WG)**  
"That this Conference accepts that serving members of the Special Constabulary can become members of the Police Federation of England and Wales. That in order to access the full range of membership services, members of the Special Constabulary will be required to pay the same rate of subscription to the voluntary fund as serving officers"
- 5. Consolidation of Claims Department (Northamptonshire)**  
"This Conference instructs the Joint Central Committee to consolidate the Joint Central Claims’ Department with the Separate Rank Board Claims Departments. This would form a single Claims Handling Department of the Police Federation of England and Wales" Held in abeyance until a decision has been made regarding the Independent Review
- 6. Removal of right to declare item separate (Northamptonshire)**  
"This Conference instructs the Joint Central Committee to change the rules governing the meeting of the Joint Central Committee to remove the right of any individual Rank Board to declare an item as ‘separate’ thus preventing a vote on the matter, subject, issue or motion." Held in abeyance until a decision has been made regarding the Independent Review

**7. Status of JBB Chairs and Secretaries Meeting (Northamptonshire)**

"Conference instructs the Joint Central Committee to change the status of the National meeting of the Joint Branch Board Chairs and Secretaries to make that a decision making body through which the Joint Central Committee can be mandated and held to account."

Held in abeyance until a decision has been made regarding the Independent Review

**8. Publishing JCC expenses (Northamptonshire)**

"This Conference instructs the Treasurer of the Police Federation of England and Wales to publish an itemised breakdown of all expenditure incurred for each member of the Joint Central Committee. This information will be published in the Annual Report of the Police Federation of England and Wales. Held in abeyance until a decision has been made regarding the Independent Review

**3. Annual Report (Executive)**

**JCC**

"That this Conference receives and accepts the Annual Report of the Central Committee for the year 2013".





# Conference Procedures

## Part 'A'

### Regulations

#### 1. Police Federation Conference

The Police Federation of England and Wales shall annually hold a Conference, which will consist of a topical forum and an annual general meeting.

The forum will consist of presentations and debates on policing matters that are considered by the Chairman, in conjunction with the Joint Central Committee, to be of topical concern or interest to the membership and the public. Joint Branch Boards, the Metropolitan JEC, Trustees of the Police Federation (Joint) Fund and Policewomen's Regional Conferences are invited to submit ideas suitable for a presentation or debate at Conference in accordance with the timetable published by the Conference Arrangements Committee.

The Annual General Meeting will meet separately and jointly to consider the Annual Report of the Central Committee, the Trustees Report and the Treasurer's Report, together with motions submitted by branch boards, the Metropolitan JEC, Trustees of the Police Federation (Joint) Fund and Policewomen's Regional Conferences, accepted for debate in accordance with the rules and procedures of the Conference Arrangements Committee. (See also CAC Circular No. 2/2014)

#### 2. Conference Arrangements Committee

Each Central Conference shall appoint a Conference Arrangements Committee in accordance with the Police Federation Regulations.

Members of the Conference Arrangements Committee shall attend the Conference as additional delegates who will not have voting rights, except in elections in which they are a candidate.

#### 3. Delegates Names

Branch Boards must submit names and ranks of the Conference delegates to the Secretary of the Conference Arrangements Committee by such dates as deemed necessary by that Committee. Changes must be notified immediately.

#### **4. Roll of Delegates**

A roll of the accredited delegates to the Central Conference shall be prepared by each Separate Conference Arrangements Committee and the roll shall be available for use by the Stewards each time the Conference assembles.

#### **5. Attendance of Central Committees**

Members of the Central Committees shall attend Conference as additional delegates and will not have a vote except in elections in which they are a candidate.

#### **6. Attendance of Delegates**

Each delegate shall notify his chief officer of his attendance to the Central Conferences in duty time, and shall attend in plain clothes.

#### **7. Conference Police Proposals, Motions and Amendments**

Conference policy proposals, motions and amendments from a Central Committee, Branch Board, Regional Policewomen's Conference, Trustees of the Police Federation (Joint) Fund, or the Metropolitan Joint Executive Committee for consideration must be sent to the Secretary of the Conference Arrangements Committee IN ACCORDANCE WITH ANY INSTRUCTIONS ISSUED BY THAT COMMITTEE. (See also CAC Circular No. 2/2014)

#### **8. Chairmen and Secretaries**

The Chairmen, Secretaries, Vice Chairmen and Deputy Secretaries of the Central Committees shall be the Chairmen, Secretaries, Vice-Chairmen and Deputy Secretaries of the respective Conference Forum and Annual General Meeting.

#### **9. Scrutineers**

Scrutineers shall be appointed to assist the Chairmen. A Scrutineer cannot be a candidate for any office but may vote.

#### **10. Adoption of Standing Orders and Conference Regulations**

The Conference shall proceed to the adoption of the Standing Orders and the respective Conference and Annual General Meeting Regulations immediately after the roll call. These Orders and Regulations shall be printed and published.

#### **11. Nominations**

Nominations for all members of Central Committees shall close on the last day of March prior to the commencement of the Separate Central Conferences. All nominations must be on the prescribed

form and signed by the proposer and seconder, certifying that the nominee is prepared to stand. Elections shall be held at times to be fixed by each Separate Conference. The list of nominees will be circulated to all Branch Boards, together with any supporting documentation candidates may wish to add. All reference to separate conference within these regulations shall include a separate annual general meeting should the appropriate rank central committee deem it to be so.

## **12. Election of Members and Reserves to the Central Committees**

Each Separate Conference shall elect triennially by ballot from amongst its members a Central Committee in accordance with the Police Federation Regulations.

There shall also be elected triennially three reserves from each rank in each region. In the event of a vacancy occurring on the Committee the first reserve shall be appointed as the sitting member for the remainder of the term of office.

The remaining reserves shall then move in numerical order with the second reserve becoming the first reserve and the third reserve becoming the second reserve.

The vacancy/ies occurring amongst the reserves shall be filled at the next Central Conference and the reserve/s elected shall be the third reserve. In the event of two vacancies occurring, the member receiving the highest number of votes shall be the second reserve and the next highest the third reserve. All reserves have to seek re-election at the next general election.

## **13. Trustees**

### **13(A) Trustees – Joint Central Committee**

Each Trustee appointed by the Joint Central Committee will hold office for a period of three years and, at the conclusion of this term, the appropriate Central Conference will hold an election from the appointed delegates for the subsequent term of office (i.e. the Constables Central Conference in 2004, the Sergeants in 2005, the Inspectors in 2006 and thereafter in that order).

Similarly, each Central Conference will elect by the same rotation from amongst its delegates, three reserve Trustees, who will also serve for a three-year term of office.

In the event of there being a casual vacancy amongst the Trustees, the Joint Central Committee shall at their Committee meeting next following such casual vacancy appoint the reserve elected in the rank in which the casual vacancy occurs with the highest number of votes in the election at which the reserve Trustees are elected.

In the event of a casual vacancy occurring (for whatever reason) in the reserve Trustees for a rank then the Central Conference of the rank in question shall elect a further reserve at the Central Conference next following the time that the casual vacancy occurs. Any reserve so elected to fill a casual vacancy shall hold office until and retire at the Central Conference at which the then current Trustees of the rank in question retire.

In the event of a tie in the election of a Trustee or reserve the decision between the candidates concerned will be by lot and the candidates concerned or the nominees on their behalf shall have the right to be present.

### **13(B) Trustees – Constables’ Central Committee**

Commencing at the Constables Central Conference in 2005 and annually thereafter there shall be a Trustee elected from amongst its delegates. Each Trustee appointed by the Constables’ Central Committee will hold office for a period of three years and, at the conclusion of this term, the Constables’ Central Conference will hold an election from the appointed delegates for the subsequent term of office.

In 2005 Constables’ Central Conference and at each Central Conference held every 3 years thereafter, three reserve Trustees shall be elected from amongst its delegates, who will also serve for a three-year term of office.

In the event of a casual vacancy occurring (for whatever reason) in the Trustees, the Constables’ Central Committee shall at their Committee meeting next following such casual vacancy appoint the reserve elected with the highest number of votes in the election at which the reserve Trustees are elected. Any reserve so elected to fill a casual vacancy shall hold office until and retire at the Central Conference at which the then current Trustee in question retires.

In the event of a casual vacancy occurring (for whatever reason) in the reserve Trustees then the Constables’ Central Conference shall elect a further reserve at the Central Conference next following the

time that the casual vacancy occurs. Any reserve so elected to fill a casual vacancy shall hold office until and retire at the Central Conference at which the then current Trustees in question retire.

In the event of a tie in the election of a Trustee or reserve the decision between the candidates concerned will be by lot and the candidates concerned or the nominees on their behalf shall have the right to be present.

### **13(C) Trustees – Sergeants’ Central Committee**

At the Sergeants’ Central Conference in 2005 and at each Central Conference held every 3 years thereafter, three trustees shall be elected to hold office for a period of 3 years until the end of Central Conference held in the third year following their election.

In the event of a casual vacancy occurring (for whatever reason) in the reserve trustees then the Central Conference shall elect a further reserve at the Central Conference next following the time when the casual vacancy occurs. Any reserve so elected to fill a casual vacancy shall retire at the Central Conference at which the then current trustees retire.

In the event of a tie in the election of a trustee or reserve, the decision between the candidates concerned will be by lot and the candidates concerned and a nominee on their behalf shall have the right to be present.

### **14. Ballots**

The JCC or separate rank committees will have made the decision prior to Conference to hold ballots using either electronic voting equipment or paper.

If the decision is to use electronic voting equipment when a ballot is held, each delegate eligible to vote in the ballot shall be supplied with the appropriate electronic equipment which permits them to register an individual electronic vote. Clear guidance must be given to the delegate on how to register an electronic vote.

The number of electronic votes will be displayed on a computer terminal supervised by a Scrutineer. At the conclusion of the ballot, the votes cast shall be scrutinised by the Scrutineers, and the votes shall be counted. The result will be announced to the Conference. After the result has been announced the Chairman will call for the electronic voting data to be destroyed.

In the event of a malfunction with the electronic voting equipment, the Chairman will call for a paper ballot to be held.

When a paper ballot is held each delegate eligible to vote in the ballot shall be supplied with a ballot paper on which will be written or printed the names of the candidates. The voter will mark an X opposite the name of the candidate or candidates for whom he votes. The ballot papers will then be folded so that the names and marks cannot be seen and placed in the box provided for the purpose.

If the elector votes for more candidates than are to be elected or makes any mark or writing other than an X on his ballot paper, the vote or votes shall not be counted.

At the conclusion of the ballot, the ballot papers shall be scrutinised by the Scrutineers, and the votes given for each candidate shall be counted. Candidates may be present during the count. The result will be announced to the Conference.

If the scrutiny discloses any serious irregularity, the Chairman may order a fresh ballot.

The candidates who secure the largest number of votes shall be elected. If there is a tie in the election of members, the decision between the candidates concerned will be by lot in accordance with the Police Federation Regulations, and the candidates concerned or the nominees on their behalf, shall have the right to be present.

All ballot papers shall be destroyed at the end of the appropriate Conference unless Conference decides otherwise.

Postal ballots may be held in accordance with rules made at the time. The votes cast shall be counted by some of the Scrutineers at the preceding Conference.

## **15. Voting on Motions which concern the Federation Funds**

Non-contributing delegates shall take no part in any discussion or vote on any motion relating to the Federation Funds.

## **16. Voting on Motions**

The JCC or separate rank committees will have made the decision prior to Conference to use either electronic voting equipment or paper when voting on Motions.

If the decision is to use electronic voting equipment when a vote on a motion or amendment is held, each delegate eligible to vote shall be supplied with the appropriate electronic equipment which permits them to register an individual electronic vote. Clear guidance must be given to the delegate on how to register an electronic vote.

The number of electronic votes will be displayed on a computer terminal supervised by a scrutineer. At the conclusion of the ballot, the votes cast shall be scrutinised by the Scrutineers, and the votes shall be counted. In the event of a close result, the Chairman may call for a counted show of hands.

In the event of a malfunction with the electronic voting equipment, or the decision made by the JCC or separate rank committees prior to Conference was not to use electronic voting equipment, the Chairman will proceed straight to a show of hands, but where the Chairman's decision is challenged by not less than four members and Conference supports those members, then a count shall be taken. The Chief Scrutineer shall decide how the vote is counted.

On a motion or amendment being put to the vote a show of hands shall decide the result, but where the Chairman's decision is challenged by not less than four members and Conference supports those members, then a count shall be taken. The Chief Scrutineer shall decide how the vote is counted.

## **17. Report of the Central Committee**

The Central Committee shall present a written report of its work for the year January to December and no verbal reports or updates shall be given unless, in reply to a specific question from the Annual General Meeting, or the Chairman deems it necessary.

It would be appreciated if prior notice could be given to the General Secretary if Branch Boards intend to raise a question, so that the necessary research may be undertaken.

## **18. Conference Arrangements Committee**

The Constitution and Terms of Reference of the Conference Arrangements Committee shall be printed and published each year.

## **19. Chairman's Ruling**

If the Chairman rises to call a member to order, or for any other purpose connected with the proceedings, the member speaking

shall therein resume his seat, and no other member shall rise until the Chair is resumed. The ruling of the Chairman on any question under Standing Orders, or on points or order shall be final, unless challenged by no less than four members, and unless the majority of the delegates present vote to the contrary.

**20. Misconduct**

If any member interrupts another while addressing the Conference or uses abusive or profane language, or causes any disturbance, and refuses to obey the Chairman when called to order, he shall be named by the Chairman. He shall thereupon be expelled from the Conference and shall not be allowed to enter again until an apology satisfactory to the Conference is given.

**21. Absence without leave of the Chair**

No member shall leave the Conference before the conclusion without the permission of the Chairman. The provisions of Regulation 32 of the Police Regulations 1987 may be invoked by the Chairman.

**22. Smoking**

There shall be no smoking in the Conference Hall.



## Part B

### Standing Orders

#### 1. Conference Business

The Conference will proceed in accordance with the published timetable. Where, at the Forum, a presentation or debate takes place on topical issues, arrangements for speakers and the method of presentation shall be decided by the Chairman, in conjunction with the Central Committee. The Chairman may invite contributions from speakers who are not delegates to Conference. During or at the conclusion of the presentation a reasonable period of time should be allowed for delegates to ask questions or to make a contribution to the debate. No delegate should speak for more than 5 minutes, except with the permission of the Chairman.

Where the Forum is debating a topical matter, submitted as a motion, or where the Annual General Meeting is considering a motion or point of order, the Standing Orders listed below will apply, unless the Chairman rules otherwise. Such a ruling is subject to challenge under Conference Regulation 18.

#### 2. Motions and Amendments (See CAC Circular No. 2/2014)

- (a) Having regard to CAC Circular No. 2/2014, the first proposition on any particular subject shall be known as the original motion and succeeding propositions on this subject shall be called amendments. Motions and amendments for debate shall be printed in the Conference Agenda. Every motion or amendment must be moved by a delegate to Conference, who is a member of the Board, Policewoman's Regional Conference, Trustees of the Police Federation (Joint) Fund, or Central Committee in whose name the motion or amendment stands on the agenda.
- (b) All motions and amendments must be seconded and no delegate shall move or second more than one amendment to any motion, nor can the Proposer or Secunder to any motion propose or second any amendment to that motion.
- (c) All amendments to a motion must be formally proposed and seconded immediately following the proposing and seconding of the motion.

The mover of the motion shall open the debate and then the

motion and all amendments shall be debated. At the conclusion of the debate a vote shall be taken on the amendments. If any amendment is carried, it will displace the original motion and will itself become the substantive motion. After the vote on every amendment, the surviving proposition shall be put to the vote as the main question and if carried, becomes a resolution of the Conference.

- (d) Motions shall be passed, rejected or remitted to the Central Committees for further consideration.

### **3. Selection of Speakers**

Every member shall stand when speaking and shall address the Chairmen as 'Mr. Chairman' or 'Madam Chairman'. When more than one member rises to speak, the first to rise shall be given precedence, the decision resting with the Chairman, but the member who rose immediately after the first one shall have the right to speak at the close of such member's address.

### **4. Speeches**

No member shall be allowed to speak more than once on any motion under discussion or on a point of order except the mover of the original motion. Except by permission of the Chairman, no member shall speak for more than five minutes at one time other than the mover of the motion who may speak for ten minutes. Members wishing to raise points of order must first obtain the permission of the Chairman and must rise immediately the alleged breach has occurred. Any member may formally second any motion or amendment and reserve their speech until a later period in the debate.

### **5. Right to Reply**

The mover of the original motion shall, if no amendment is moved, have the right to reply at the close of the debate upon such motion. When an amendment is moved they shall be entitled to speak thereon in accordance with Standing Order No. 4 and at the close of the debate on such amendment shall reply to the discussion, but shall introduce no new matter. The question shall then be put to the vote immediately, and no further discussion will be allowed once the question has been put from the Chair. The mover of an amendment shall not be entitled to reply.

## 6. Withdrawals

Notice of the withdrawal of a motion or amendment must be made to the Conference Arrangements Committee. However, a motion, which has been accepted by the Conference Arrangements Committee and published in an agenda, cannot be withdrawn except by permission of the sponsoring board, Central Committee, Trustees of the Police Federation (Joint) Fund, Metropolitan JEC, Regional Policewomen's Conference Committee or Conference. Once a motion has been moved and seconded before Conference, (the point at which the Conference Chairman invites the proposer and seconder forward to talk to the motion) then it cannot be withdrawn except by permission of Conference."

## 7. Adoption of Withdrawn Motions

This rule relates to any Joint Branch Board, Committee or such body that has the right to bring a motion to conference and shall apply where a board has opened correspondence on a proposed motion and then decides not to pursue the matter:

- They shall inform all other Joint Branch Boards, Committees or such body that has the right to bring motions to conference of their decision.
- Any other Joint Branch Board, committee or such body that has the right to bring a motion to conference may within 14 days of being notified take up sponsorship of the motion and be treated as if they had initiated the process.
- The Board taking up sponsorship shall be granted extensions of 14 days to time limits. However no extensions can go past the eve of conference, Conference Arrangements Committee meeting. This will not however preclude a board from taking up sponsorship immediately prior to the conference debate.

## 8. Closing the Debate

- (a) **Next Business.** "Next business" may be proposed and seconded only by delegates who have not previously spoken at any time during the debate of the motion or amendment under consideration. No speeches shall be allowed and upon acceptance of this proposal, Conference will move to the next business on the agenda without any further discussion or vote being taken. The mover will make the proposal from the rostrum, giving the reasons why it is being proposed, but no speech will be allowed. The Secunder must also second the proposal from the rostrum. Under no circumstances must "next business" be moved during the speech.

- (b) **Adjournment of the Question.** Any member who has not already spoken during the debate may move the “adjournment of the question” under discussion but must confine his remarks to that question of the adjournment and must not discuss any other matter. The mover of the motion upon which the adjournment has been moved shall be allowed the right to reply on the question of the adjournment, but such reply shall not prejudice their right of reply on their own motion. The time for the question to be reintroduced shall be determined by the Conference Arrangements Committee. The mover will make the proposal from the rostrum, giving the reason why it is being proposed, but no speech will be allowed. The Seconder must also second the proposal from the rostrum. Under no circumstances must the “adjournment of the question” be moved during a speech.
- (c) **Moving to the Vote.** “Moving to the vote” may be proposed and seconded only by delegates who have not previously spoken at any time during the debate of the motion then under consideration. The mover will make the proposal from the rostrum, giving the reasons why it is being proposed, but no speech will be allowed. The Seconder must also second the proposal from the rostrum. Under no circumstances must “moving to the vote” be moved during a speech. In the event of “moving to the vote” being carried, the mover of the original motion shall have the right to reply in accordance with Standing Order No. 5, before the vote is taken.

## 9. Suspension of Standing Orders

In the event of any matter of urgency the Chairman may accept a motion for the suspension of Standing Orders. The member moving such suspension must clearly state the nature and urgency of their business, the number of the Standing Order affected, and the length of time (not exceeding 30 minutes) they he desires such suspension to last. At the option of the Conference a further extension may be allowed, but no suspension shall take place except by a majority vote of the delegates present.



David  
Peddison-Grant  
Chairman

## Appendix C

### Conference Arrangements Committee Constitution



Jim Skinner  
Secretary

1. Except as allowed by paragraph 1 of the Conference Arrangements Committee's terms of reference, the Conference Arrangements Committee shall be independent from the Central Committees, and no delegate shall seek appointment to the Conference Arrangements Committee or as a reserve to the Committee if they intend to seek appointment to the Central Committee, or as a reserve to those Committees, or vice versa.
2. The Conference Arrangements Committee shall consist of ten members, namely three persons of each rank and one reserve member, who shall be elected on the following basis:
  - (i) London Forces: One person of each rank
  - (ii) Provincial Forces: Two persons of each rank
  - (iii) Reserve Position: One member
3. Elections for appointment to the Committee shall be held triennially.
4. All appointments to the Conference Arrangements Committee shall be from the eligible membership (being any person properly elected as per Regulation 6 to any Branch Board as at January 1st of the year in which the election takes place and who continues to be so at the time of the election, therefore not necessarily having ever been a delegate to any of the Central Conferences).
5. To fill any vacancies that may occur, elections of reserves shall be made triennially as follows:
  - (i) London Forces: Three reserves to each rank
  - (ii) Provincial Forces: Three reserves to each rank
  - (iii) Reserve Position: Three reserves

To fill any vacancy the first reserve shall be appointed as the sitting member for the remainder of the term of office. The remaining reserves shall then move in numerical order with the second reserve becoming the first reserve and the third reserve the second reserve.

The vacancies occurring amongst the reserves shall be filled at the next Central Conference and the reserve elected shall be the third reserve. In the event of two vacancies occurring, the member receiving the highest number of votes shall be the second reserve and the next highest the third reserve. All reserves shall seek re-election at the next triennial election.

6. All elections, with the exception of the policewomen, shall be held by postal ballot, subject to the wishes of any Separate Conference. The reserve position member and reserves thereto shall be elected at the relevant triennial election.

## Terms of Reference

The Conference Arrangements Committee is responsible for arranging the day-to-day business and running of the Annual General Meeting.

The Joint Central Committee is responsible for setting the topics for debate, the themes of the Forum and Motions to be debated which refer to such subjects, and in consultation with the Conference Arrangements Committee will be responsible for setting the time table for the forum.

The Conference Arrangements Committee will be responsible for the acceptance for debate of emergency motions and their decision will be final.

The Conference Arrangement Committee is responsible for accepting or rejecting motions received for the Annual General Meeting and their decision will be final.

1. Motions for the Annual General Meeting will be received in accordance with the "procedure for implementing policy proposals from Branch Boards". (See CAC Circular No. 2/2014).
2. The Conference Arrangements Committee will be responsible for accepting or rejecting amendments relating to motions for the Annual General meeting. Where the sponsoring board to a motion accept the amendment to a motion, the motion will appear in its amended form in the Conference Arrangements Committee's report. Therefore all amendments will be published in the Conference Arrangements Committee's Third Report and it will be the responsibility of the original board to inform the Conference Arrangements Committee, before their fourth meeting, of the acceptance or rejection of the amendment.

Amendments that are not accepted by the original board may be included for debate at the discretion of the Conference Arrangements Committee, whose decision is final.

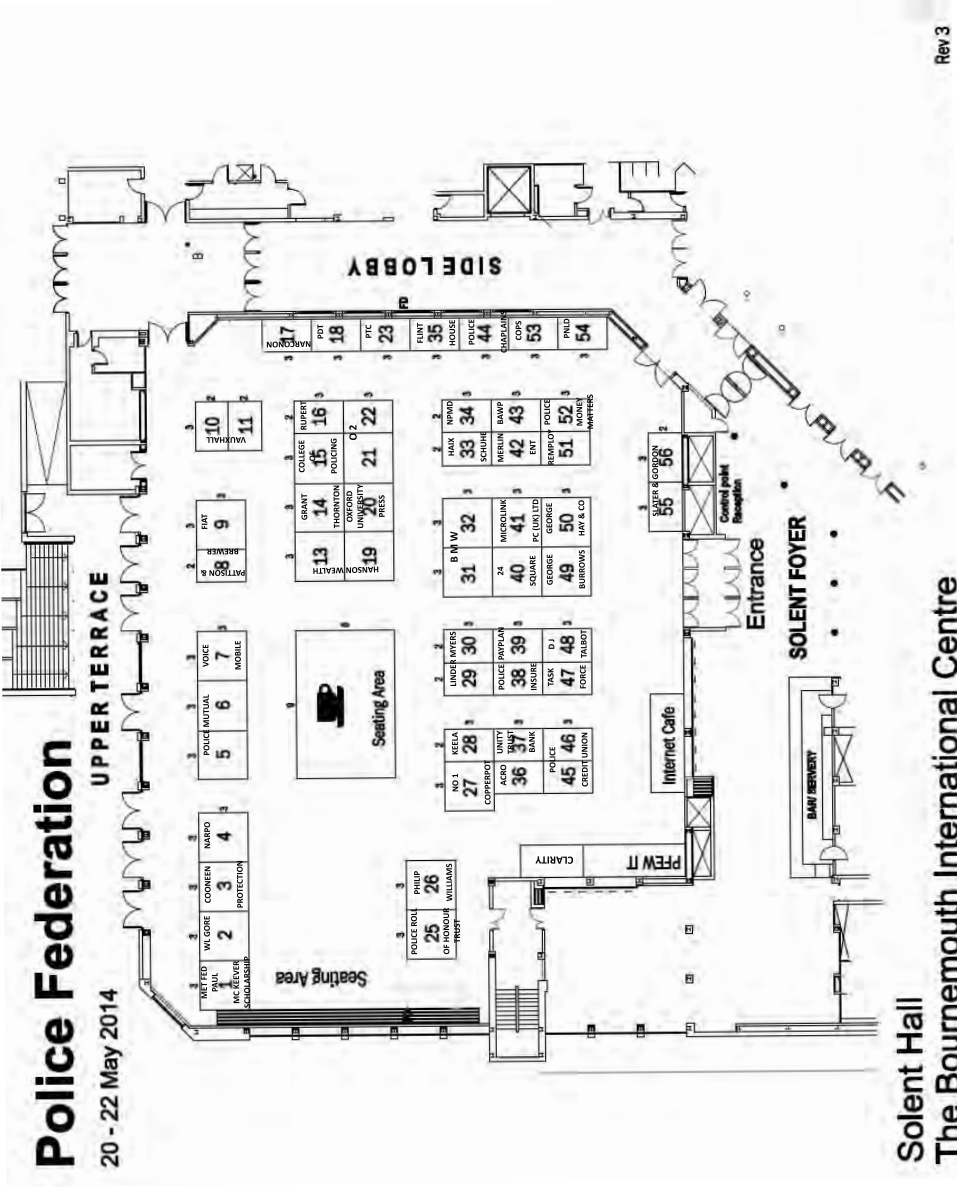
3. The Conference Arrangements Committee may recommend:
  - a) where appropriate, the compositing of motions and amendments which have the same objectives
  - b) that motions dealing with similar subjects be dealt with by one debate, and
  - c) where a policy proposal from a Joint Branch Board to the Joint Central Committee has not been resolved within six months of receipt, the CAC may accept a properly formulated motion to the AGM notwithstanding the fact that the normal procedure has not been complied with.
  
4. The Conference Arrangements Committee may reject a motion or amendment:
  - a) that is not accompanied by notification of rejection from the General Secretary. (See CAC Circular No. 2/2014) or
  - b) which, having been debated at the preceding AGM, was lost, or
  - c) which was carried at the preceding AGM, or
  - d) which has been remitted at the preceding AGM except those which have not been debated through lack of time, or the relevant Central Committee subsequently decided to take no action, or
  - e) which is of local nature, or
  - f) which in its opinion is of such a nature that it does not warrant open debate.
  
5. The Conference Arrangements Committee may refer back to the originating board for clarification, a motion or amendment that is ambiguous or contains apparent error, without prejudice to its acceptance for the Annual General Meeting of that year.

The Conference Arrangements Committee may place motions or amendments before the Annual General Meeting on matters peculiar to the Conference Arrangement Committee.

6. Elections will be held triennially.







Rev 3

# Police Federation

20 - 22 May 2014

# Solent Hall

## The Bournemouth International Centre

# Exhibitors at Conference 2014



## Exhibitors at Conference 2014



### 2 **WL Gore**

GORE manufacture the world leading durably waterproof and breathable GORE-TEX® Fabrics used in protective clothing by law enforcement agencies around the world to protect their officers. GORE work closely with constabularies to provide a range of protective products using GORE-TEX® Fabrics.



### 3 **The Cooneen Group**

is at the forefront of product design and development in the Police body armour and uniform clothing markets. Bringing together the expertise of its in-house design development team, and with links to research and development partners across the world, the Cooneen Group continually invests to improve garment comfort and durability. The Cooneen Group produces garments that are consistently Fit For Duty.



### 4 **NARPO**

The National Association of Retired Police Officers (NARPO) is the voice of retired police officers, safeguarding their rights and promoting measures for their welfare particularly regards pensions. Free advice to members on issues including pensions, state benefits, tax and information technology.

### 5 & 6 **Police Mutual**



For over 140 years, Police Mutual has been helping Officers, Staff and their families with their finances. With no shareholders, they are run for the benefit of their members and the Police Service. They offer a great range of products and services exclusively for their members including Insurance, Investments, Savings, Mortgages, IFA and Healthcare and today, around 200,000 members trust them with their finances.

## 7 **Voice Mobile**



Our relationship with the Police Federation spans back over 23 years and we have supplied over 100,000 mobile phones in that period to the police. Voice Mobile provides for and services the corporate mobile phone accounts of 32 police Federations and also offers unrivalled Member Services offers to all Police Federation members.

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## 8 **Pattinson and Brewer**



Pattinson & Brewer solicitors are proud to have acted for Police Federation members and their families, for over 30 years. Legal advice and support for you and your family on employment rights, personal injury, medical negligence, family and matrimonial matters, buying & selling property, wills, probate and later life.

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## 9 **Fiat Group Affinity Scheme**



Fiat Chrysler Automobiles are one of the largest vehicle manufacturers in the world, producing a range of ingeniously designed cars and commercials. Our portfolio includes sports models steeped in motoring history, with exquisite Italian styling, extending to more flexible solutions with designs proving you don't have to be boring to be practical. Supporting Police Federation Members, retired Officers and Police Staff, our Fiat Group Affinity Scheme provides the benefit of purchasing new Fiat, Alfa Romeo, Fiat Professional, Abarth, Jeep and Chrysler models with exclusive savings. For details of the latest Scheme offers, and for product information, make sure you visit our stand at the Conference where you can see one of our exciting models on display and to enter our free competition to win a new Fiat 500\* for a week! (\*Terms and conditions apply, available at the Fiat stand)

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\*Partners Terms and Conditions:

<http://www.partnersprogramme.co.uk/legal-notice-and-privacy-policy>

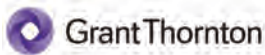
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13 & 19



### **Hanson Wealth Management**

We are Chartered Financial Planners, one of less than 250 practices in the UK who have been awarded this prestigious designation. It is a reflection of the quality of the service we offer our clients. We have been providing independent financial advice to the police community for many years now with our in depth knowledge of their unique circumstances. We specialise in arranging low cost, tax efficient investment portfolios with solid performance records.



## 14 **Grant Thornton UK LLP – Debt Services**

Grant Thornton UK LLP is one of the UK's premier advisers on debt and personal insolvency. Grant Thornton has been helping individuals with debt problems for over 25 years.

At Grant Thornton, we know that financial problems can affect people of all walks of life, in different ways. We understand that money worries add up to more than just numbers. Grant Thornton also produces original innovative research - such as psychology of debt, journey of debt recovery, navigating through emotion of debt and life after debt - and host free thought provoking CPD training events throughout UK. By working together with other professionals and worthwhile organisation's such as Police Federation of England & Wales (PFEW), we can strip away the stigma around financial struggles and help more individuals get on the road to recovery from problem debt.

Grant Thornton can help individuals with problem debt by providing:

- high quality debt advice tailored to their needs
- expert advice face to face or over the phone
- a personalised solution to resolve debt concerns.

Advice that is made to measure, as one size doesn't fit all. At Grant Thornton, we don't have a 'one size fits all' approach to managing personal debt. We believe in taking a wider view of the individuals circumstances in order to provide tailored debt advice. Our emphasis is on listening to clients and understanding their issues and requirements. Our holistic view and 'client first' approach set us apart from other companies.

Contact us for a confidential conversation on:

Tel: 0844 855 2435

Email: [client.advisors@uk.gt.com](mailto:client.advisors@uk.gt.com)

Or visit our website for more information:

[www.grant-thornton.co.uk/iva](http://www.grant-thornton.co.uk/iva)



## College of Policing

### 15 The College of Policing

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### 16 Rupert Fund

Rupert the Policeman had his beginnings in a very simple way. In 1975 two Royal Ulster Constabulary Officers were given the job of escorting fourteen widows and widowed mothers on a weekend trip to London. During the trip, they asked for the assistance of the City of London Police Federation, the then Chairman Mike Sims was only too happy to oblige and assisted with the arrangements for two of the events planned for the ladies, including a visit to the Ceremony of the Keys at the Tower of London. Two years later, the same RUC officers were requested to organise a similar trip. Tragically the number of widows on this occasion had increased threefold - a sad omen of the years to come. Mike's reason for choosing the little bear went back to the Second World War when he was a London Schoolboy evacuated away from his family and home. During those years his father cut the comic strip from the daily newspaper each day and sent it to Mike with his weekly letter and sweet ration. The little bear thus became his link with home, Mum, Dad and brought him comfort among strangers who, although very kind, were still strangers. Thus Rupert became our logo and the Rupert Fund was formed, promoted and administered by the City of London Police Federation. Today through the generosity of so many, the Fund now provides for annual 5 day visits by widows and mothers of RUC officers, an annual summer camp for dependant children of

RUC officers, and, bi-annual visits by disabled officers. The Rupert Fund has long depended on donations linked to the Rupert badge and promoted through the police service. We are now, however, forced to engage in wider fund-raising activities in order to maintain and develop the support provided by the Fund. Whilst we all continue to hope and pray for a lasting peace in the Province, the legacy of over twenty five years of violence remains, and Rupert will remain to provide help and support for as long as it is needed, and as a reminder of the enormous sacrifice paid by members of the Royal Ulster Constabulary.



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- 17 **Narconon** is a non-profit drug rehabilitation programme dedicated to eliminating drug abuse and drug addiction through drug rehab, drug information and drug education.



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- 18 **Police Dependants' Trust**  
Every week, police officers suffer injuries on duty that have a huge impact on their life and in some cases mean they can no longer work. Sadly, others pay the ultimate sacrifice and lose their lives in the line of duty. The Police Dependants' Trust (PDT) provides financial support to injured officers and the families of those officers who have been killed on duty.



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- 20 **Oxford University Press**  
Oxford University Press is a department of the University of Oxford. It furthers the University's objective of excellence in research, scholarship, and education by publishing worldwide.
-



21 & 22 **O2****O<sub>2</sub> Open**

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Pop along to our stand to find out more or call one of our local shops on 0800 987 8047.



23 **The Police Treatment Centres** is a registered charity which provides treatment, recuperation, support and rest, including intensive, police specific, physiotherapy and rehabilitation, for injured and ill Police officers and retired officers. The charity has two centres: St Andrews in Harrogate and Castlebrae in Auchterarder. Both are residential and provide rehabilitation and fitness facilities, treatment pools and gymnasiums as well as complementary therapy areas. The Police Treatment Centres makes a difference to the lives' of 4000 retired and serving officers each year from forces in the northern counties of England and Wales, Scotland and Northern Ireland, as well as BTP, the Civil Nuclear Constabulary and the MOD Police. To be eligible for treatment officers make a voluntary donation of £1.20 per week. Application forms for treatment are available from force occupational health/welfare departments and Federation representatives, or from the charity's website [www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org).



25 **Police Roll of Honour Trust** is a charity founded in 2000. It exists to ensure that all Police Officers who die on or in the line of duty are remembered for their service and sacrifice. The Police Roll of Honour Trust support the construction and dedication of a permanent national memorial at the National Memorial Arboretum in Staffordshire. The Police Roll of Honour Trust is proud to support National Police Memorial Day with the ongoing Roll of Honour. For further enquiries please contact Steve Lloyd, Trust Manager on 0141 300 4100. [www.policememorial.org.uk](http://www.policememorial.org.uk)



26 **Philip Williams & Company** are specialist providers of Police Federation Insurance Schemes and have provided innovative and quality products for over 38 years. The company offers unrivalled personal service and expertise combined with the most comprehensive tailored Group Insurance Packages available. We are at the forefront of innovation and were the first to introduce new benefits including, Emergency Dental Cover, Home Emergency Cover and Motor Breakdown to Group Schemes saving members hundreds of pounds against open market products. Philip Williams and Company have also teamed up with Bupa to exclusively offer one of the most comprehensive and affordable private healthcare products available.



27 **No 1 CopperPot Credit Union** is a nationwide savings and loans business that is exclusively for Police Officers, including retired officers, Police staff, PCSOs, Specials and their families too. Membership is free and we provide a range of tailor made saving accounts, loan products and other financial services that aren't available anywhere else. You can also expect a healthy return on your savings, Life Cover included with your membership which doubles your savings and clears any loan with us should the worst happen (terms and conditions apply).

28 **Keela**

Based in the kingdom of Fife, Keela have been supplying clothing to the outdoor industry for nearly a quarter of a century! For the last 10 years, we have been establishing our brand name and expertise to all of the emergency services and the police in particular! Today gives Keela the opportunity to showcase existing products we currently supply to the Scottish forces as well as introducing new and innovative idea's for future development. Our aim is to promote the fact we are a Scottish company with the knowledge and technology that can help supply the new single force with PPE that is not only affordable but has the required quality that officers expect and appreciate! Come to the Keela stand for a chat and see our award winning clothing system for yourself !

29 & 30 **Linder Myers Solicitors**

Linder Myers offer discounted legal services to police officers, police staff and their families. These include fixed fee conveyancing, fixed fee divorce and free basic wills. We offer a dedicated advice line and email address which is manned by a team of legal advisors to give free advice and assistance on any legal issue. Call 0844 984 6447 or email [police@lindermyers.co.uk](mailto:police@lindermyers.co.uk) or visited our website [www.lindermyers.co.uk/police](http://www.lindermyers.co.uk/police)

31 & 32 **BMW Group-UK Forces (Police Federation) Sales**

Preferential rates offered to Police Federation members on all new BMW and MINI models across the entire range. This specialist department provides an exclusive Affinity programme designed to make the purchase of your new BMW or MINI a pleasurable one stop experience. All prices include Metallic paint, Service package, 3 Year Roadside Assistance, 3 year Warranty and UK home delivery via covered Transporter.  
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 Email: [issd.mail@bmw-issd.co.uk](mailto:issd.mail@bmw-issd.co.uk)  
 Web: [www.bmw-ukforces.co.uk](http://www.bmw-ukforces.co.uk) or [www.mini-ukforces.co.uk](http://www.mini-ukforces.co.uk)



### 33 **HAIX Schuhe Productions**

HAIX is the world's leading manufacturer of functional footwear for fire services, law enforcement, rescue, and military task forces and has also increased its presence in the forestry and leisure/outdoor sector.

HAIX® service boots are optimized for real world situations. It is no coincidence that the HAIX® company slogan is "From practical experience for practical use". For example the HAIX "Ranger GSG9-S" has been developed together with SWAT-Teams under any conditions. "When it comes to the safety of team members in extreme conditions, a man must be able to rely on his shoes 100%", says Ewald Haimerl, CEO. This is the basic principle of his company, which employs over 800 people worldwide and in 2013 produced approximately 700,000 pairs of shoes.



34 **National Police Memorial Day** is a registered charity and was founded by Sergeant Joe Holness QPM, in order to honour colleagues who have been killed or died on duty. For many, the day has become an annual pilgrimage to recognise the best of all human qualities – selfless and devoted courage – their sacrifice will never be forgotten. The day has grown to be an important event, with HRH the Prince of Wales becoming the Patron in 2006. Please support the charity by visiting our stand at Conference.  
 National Police Memorial Day 2014 1500hrs  
 Sunday 28th September, The Waterfront Hall,  
 Belfast

To register to attend this years' service  
 E: [nationalpolicememorialday@polfed.org](mailto:nationalpolicememorialday@polfed.org)  
 T: 07843 293958

Registration closing date Friday 15th August  
 2014

Further details will be available at  
[www.nationalpolicememorialday.org](http://www.nationalpolicememorialday.org)



- 35 **Police Rehabilitation Centre – Flint House**  
 Our mission is to provide the highest standards of individually planned, intensive, rehabilitation services for sick and injured, serving and retired police officers. Through an ever increasing range of specialist intensive treatments and care services, the focus of everyone working at Flint House is on assisting officers back to duty quickly, effectively and with long lasting results.  
 @Flinthouserehab #30kCampaign & #Findemsignem  
<https://www.facebook.com/FlintHouse?ref=hl>



- 36 **The Association of Chief Police Officers (ACPO) Criminal Records Office (ACRO)**  
 is a national unit with responsibility for performing a variety of functions in relation to criminal record management.  
 Operating under the host force model with Hampshire Constabulary as host force, its work includes obtaining conviction information of foreign nationals who commit crimes in the UK, producing certificates for UK nationals who want to work with children overseas and working on European Commission projects.  
 The aim of ACRO is to enhance public protection and support UK Police Forces. Because of this, the range of services it provides to police forces is expanding all of the time.



- 37 **Unity Trust Bank** is proud to be the bank of choice for the majority of Police Federations. Unity provides day-to-day full banking related facilities together with a dedicated Relationship Manager and an award winning customer service team. You can also benefit from dual authority Internet Banking, giving your Federation the right banking solution, in order for you to concentrate on achieving your goals. [www.unity.co.uk](http://www.unity.co.uk).



- 38 **Police Insure** have been working in the Police market for over 10 years and are a subsidiary of Advantage Insurance Centres Ltd, Bury, who have been Insurance Brokers for over 20 years. We are a rapidly expanding company, who work with 38 Federations across the length and breadth of England and Wales. We are totally committed to ensuring that the service provided to all of our clients is second to none, with excellent quotations on all Home, Motor and Motor Cycle insurance.



- 39 **Payplan** continue to help Police Federation members encountering financial difficulty. Please visit our stand to find out more about the holistic support we provide to Officers struggling to make ends meet. All of our Debt Advice and Solutions remain fee-free.



- 40 **Twentyfoursquare** is an independent design agency based in Shoreditch East London. We've been connecting people to ideas through online, mobile, social and physical media since 2005. We provide creative, development and consultancy services to a wide range of companies, from Pharma to Fashion. We specialise in, digital and mobile design and development, digital and marketing strategy, social and content strategy, brand and corporate identity and graphic design.



- 41 **Microlink** Microlink is Europe's largest multi-award winning supplier of Assistive Technology and workplace adjustment solutions. For over 20 years we have been pioneers of the industry, with our leading services supporting businesses and individuals in education and work environments. Our pioneering work has been recognised through awards including, the Business Disability Forum's best SME 2012, Disability Champion 2012 and the Disability Standard award 2012, where we were valued amongst FTSE 100 organisations. We were also awarded first place in the Springboard Consulting Groups Disability Matters Europe Award.

Our bespoke solutions have supported over 200,000 individuals in higher education and in the workplace achieve their true potential. We continue to provide our multi-award winning end-to-end workplace adjustment solution to a growing number of the largest Public and Private sector employers in the world, allowing them to become confident in supporting their existing and future employees who work with disabilities.

Our workplace adjustment solution delivers quantifiable results, whilst reinforcing compliance with the Equality Act 2010. It has allowed our clients to create measurable, cost effective and inclusive work environments, by empowering their employees working with disabilities to access their true potential. This has significantly reduced absenteeism and increased productivity.

Our mission is to continue to pioneer and present the business case for education institutions and businesses to support their people with cost effective Assistive Technology solutions.

Follow us on twitter @microlinkpc



42 **Merlin Entertainments Group** operates an international Portfolio of attractions, among them many of the world's Best known brand names — Alton Towers Resort, Legoland Windsor, Chessington World of Adventures Resort, Thorpe Park and many more!

Discounted tickets are available all year round for UK Based attractions through Staffordshire Police Federation. [www.staffordshire.polfed.org](http://www.staffordshire.polfed.org)

#### 43 **British Association for Women in Policing**



is now in its 27<sup>th</sup> year as a networking and lobbying organisation, and works to enable women in policing to perform to their highest potential. Our website, [www.bawp.org](http://www.bawp.org), has an extensive range of information, now fully searchable. In 2015 we will be hosting the 53<sup>rd</sup> International Association of Women Police Conference in Cardiff, where we anticipate welcoming around 800 delegates from around the world. Visit [www.iawp2015.org](http://www.iawp2015.org) for more information.

#### 44 **Police Chaplains**



Police work can be difficult, often daunting and sometimes dangerous. Police Chaplains are available for anyone who needs us, in whatever way that might be, regardless of faith or belief. The National Association of Chaplains to the Police, representing around 600 Police Chaplains, seeks to engage with the Policing world at a national level, share good practice, and develop appropriate chaplaincy training. There are broadly three strands to our role:-

##### **1. Personal, practical & spiritual care**

- i. Supporting Police Officers, Police staff & their families

##### **2. Operational Support**

- i. To be a resource where faith & operational issues interact.
- ii. Provide a network of advice relating to moral, ethical & religious matters
- iii. Help facilitate community engagement

##### **3. Response to Major/Critical Incidents**

- i. To support Police Personnel & to assist community recovery





45 & 46 **Police Credit Union** is a not for profit financial services organisation which serves the law enforcement family of England & Wales through a network of branches. We offer simple savings products and a range of competitively priced unsecured loans, mainly through payroll deductions.

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47 **Task Force Distribution Ltd** Lowa have manufactured high quality, high performance & functional boots since 1920. They continue to be worn by the UK Forces, Police, Fire, Rescue & Emergency Services alike. Task Force Distribution Ltd is the exclusive importer and distributor for Lowa's Task Force collection. Lowa's reputation for comfort, value and durability has established them as indispensable when on duty.

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48 **DJ Talbot & Associates Ltd** provides IT support and consultancy services. We provide IT support to over 50 Police Federation offices across the UK including software management, database development and day to day IT support.

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49 **George Burrows** has been arranging personal protection policies to members of the Police Service for over 45 years. George Burrows arranged many insurance plans on a group basis including Life Assurance, Critical Illness, Personal Accident, Sick Pay, Travel and Legal Expenses.

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50 **George Hay & Company** are traditional Chartered Accountants and Statutory Auditors who have acted for the Police Federation since 1955.

George Hay & Company have unrivalled expertise of all tax, financial and accountancy aspects relevant to the Police Federation and Police Organisations as well as individual Police Officers.

George Hay & Company are celebrating their 75th year in practice.

**Remploy**

Putting ability first

51 **Remploy** were formed in 1946 following WWII to support disabled veterans into employment. We have supported over 45,000 disabled people into employment over the last 4 years and continue to find jobs at a rate of 50 a day for those individuals facing barriers to work.

Remploy are currently working in partnership with the emergency services supporting both employers and employees with the aim of reducing absence from work rates and support to those on restricted and recuperative duties.

We offer a wide range of services that offer enhanced support to those individuals facing barriers to and in employment. We also offer bespoke training in Equality and Diversity, Mental Health and Disability Awareness.



- 52 **Police Money Matters (PMM)** was created to help address the financial needs of retiring members of the Police Family throughout the UK. PMM is currently endorsed by Police organisations and associations across the UK. Through their close connections with Police Associations and Federations, PMM have developed an excellent reputation for service excellence, trust and confidentiality within the Police Family. Our aim is to ensure that you can maintain your lifestyle throughout your retirement, up to state pension age and beyond. Many retired officers across the UK are already enjoying the benefit of that advice. By understanding your individual needs and using our in-depth knowledge and expertise, PMM can guide you through your financial circumstances as they change at retirement and beyond. PMM is delighted to be sponsoring the Police Federation England & Wales and we trust you will have an enjoyable and productive conference. To find out more about what PMM can do for you, please visit our website: [www.policemoneymatters.com](http://www.policemoneymatters.com) Policy Money Matters is a trading name of Campbell Financial Management and represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the Group's wealth management products and services, more details of which are set out on the Group's website at [www.sjp.co.uk/products](http://www.sjp.co.uk/products).
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- 53 **Care Of Police Survivors (COPS)** is the UK charity dedicated to helping surviving family members rebuild their lives after the trauma experienced when a police officer loses their life on duty. Only another survivor can fully understand what new survivors endure as everyone experiences grief at their own pace. Sometimes an understanding listener is needed, sometimes more practical help is required and sometimes all that is needed is the reassurance that they are not alone and the emotions they are feeling are normal. Whatever the need, COPS can put survivors in touch with those who truly understand. COPS is an independent Charity, but works in partnership with the police service wherever possible. It is not intended to replace the valuable work of welfare departments and family liaison officers but instead, to complement and build on the services they provide. Many families feel they are soon forgotten by the police, COPS can ensure they remain part of the police family.  
[www.ukcops.org](http://www.ukcops.org) facebook /UKCOPS Twitter @UK\_COPS



- 54 **PNLD (Police National Legal Database)** Is the primary on line criminal law resource relied upon by all 43 police forces of England and Wales. With accurate and up to date legislation, case law and Standard Offence Wordings, PNLD offers total reassurance for police officers from arrest to prosecution. Access [www.pnld.co.uk](http://www.pnld.co.uk) or via police networks.



Ask the Police, [www.askthe.police.uk](http://www.askthe.police.uk) is a PNLD managed service that empowers the public to research the answers to their most frequently asked policing questions. With over 750 Q&A's, an email answering facility and over 200,000 pages viewed per month - 'Ask the Police' offers huge resource savings for the Police Service.

55 & 56 **Slater and Gordon**



For over 50 years Slater & Gordon have been the main provider of legal services to the Police Federation and its members. Our team of lawyers has unrivalled expertise providing legal support to the Federation and Police Officers in matters involving employment and pensions; personal injury and health and safety; misconduct and criminal allegations; defamation and privacy and matrimonial and divorce.

We've unrivalled experience of winning cases, protecting your job, your income and your reputation.



57 **Clarity** has worked with 20 police forces providing information management solutions that are configured to support client-specific requirements. We have subsequently developed a deep understanding of the challenges faced by the UK enforcement community and the benefits that our offence management technologies can provide. Clarity specialises in SharePoint intranets/extranets, web content management systems and FastForm offence management solutions. Clarity was responsible for development of the Police Federation website (<http://www.polfed.org/>) and is currently rolling out the new national PFEW extranet.

## NOTES

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