



Annual Report 2018

Agenda for Annual
Conference Southport 2019



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Welcome

Steve Edwards, CEO

I am delighted to present this review of the year, covering the period from 1st July 2018 to 30th June 2019.

The past 12 months mark a significant period in our history as we reach our 100-year anniversary. This is an important milestone for the organisation and great effort has been made, quite rightly, to ensure we recognise and celebrate this great achievement.

We enter into our centenary year in a very strong position. Our membership continues to increase and we now serve over 91,400 retired police officers, police widows and widowers. We are now the largest public sector pensioner organisation in the country.

NARPO owes a lot to the tireless contributions made by its local branch members, who are all volunteers and give up their own time to make sure that their members, particularly those who may be vulnerable through illness or loneliness, are still part of the 'police family', and are not just forgotten and cast aside. Local branch social events ensure that members have the opportunity to socialise and stay in touch with former colleagues. Local branches and their committees are the lifeblood of the association, ensuring that members are kept informed of recent developments in all aspects of police pensions and older people's issues whilst also offering help and support to members on a wide range of matters.

The role of a branch official is varied and includes things such as; organising social events, providing welfare advice and managing membership enquiries and finance issues. I thank all our branch officials for their work.

We have a small team of staff based at NARPO HQ who provide invaluable assistance to our branches, as well as to all our members. The core functions of NARPO HQ include membership services, finance, marketing and IT. We also run a number of events throughout the year, including training courses for branch officials and, of course, our annual conference.

As I reported last year my sincere thanks go to all the staff at NARPO HQ who all work tirelessly and as a team to ensure that we deliver the best service possible to our members.

Alan Lees, Deputy Chief Executive, continues to provide invaluable advice and information to both members and branches, particularly on the subject of police pensions, whilst deputising for the Chief Executive in his absence and providing advice and support to the CEO on a wide range of matters.

Helen Morgan our, Financial Controller, continues to be the 'financial watchdog' for the organisation and continues to provide the NEC with sound financial acumen and advice to ensure the organisations finances are in order.

Angela Calvert has continued with her part-time role throughout most of the period but I am extremely pleased to report that as from the 3rd June Angela has now recommenced full time work for NARPO. I continue to be very grateful for all her hard work in arranging all aspects of our annual conference and her work in developing Super Sleuth, our membership database. Angela is the longest serving member of staff and as such is the 'go to' person on any legacy issues and her knowledge of NARPO is extremely valuable.

Helen Ketton is responsible for Business Support and Communications and I am sure you will agree she has been the driving force behind our change of corporate image and refreshing of all our social media platforms, website and communications. Helen has developed our 'New Horizons' e-newsletter which is distributed quarterly in between NARPO News editions. Helen was instrumental in our Centenary logo and developing our new letterheads etc. to match our new image.

Unfortunately, I have to report that due to family commitments Helen will be leaving us in July to live overseas with her family in support of her husband's career. She will be sorely missed by both HQ and myself personally and I wish her all the best in her future life abroad.

During the year, Dawn Sheard left the organisation to be replaced by Clare Marsden-Eastburn, who has settled in extremely well and both her and Julia Mullan continue to provide an excellent service to all those contacting the office for whatever reason. They work extremely well together and provide a wide range of administrative support to the organisation. We also employed a new member of staff Rachel Stairmand who acts as our Accounts Administrator and provides excellent support to our Financial Controller as well as answering general queries from members and branches alike. Rachel is a welcome addition to the NARPO team and has settled in really well.

Steve Edwards CEO



A growing membership

We have good reason to celebrate this year. Not only have we reached a significant milestone in our history as NARPO turns 100 years old, but we have also achieved considerable growth in our membership.

At a time when many organisations are facing declining membership numbers, NARPO continues to buck this trend and go from strength to strength. We now provide support to over 91,400 retired police officers of all ranks and police widows and widowers from all forces across England and Wales.

Raising awareness of NARPO amongst both serving and retired police officers is key to our ongoing recruitment of new members. We have had a presence at targeted events throughout the year, such as the Police Superintendents' Annual Conference and the Police Resettlement Expo, which provide excellent opportunities to highlight the benefits of NARPO membership to potential members. Our local branches also work very hard to recruit new members, attending pre-retirement courses as well as other local events.

In addition to the above activities, we have also recently added another strand to our recruitment strategy, which has proven to be very effective. Last year, we learnt that there are over 150,000 police pensions in payment in England and Wales. Given that our membership stands at 91,400 there is clearly some considerable scope for increasing our numbers from existing police pensioners.

With this in mind, we have embarked on a campaign to work with pension providers to raise awareness of NARPO amongst their members. This activity is being rolled-out across the country and, to date, has helped to significantly increase our membership as more police pensioners are made aware of the benefits of joining NARPO. This activity will continue over the coming months.

We are constantly looking for more innovative ideas on how we can encourage former officers to join the Association and we would be very happy to consider any views on this topic, either through your regional representative or direct with NARPO House.

Membership to NARPO offers access to a range of member services, including health, travel and car insurance, as well as free advice services. Many of the insurance products or services have been specifically designed or tailored to meet the needs of NARPO members, and offer highly competitive rates. We have partnered with a selection of legal and financial management companies to give our members access to specialised advice on issues such as wills, trusts and probate.

We are here to help members and their dependants with useful advice on life and wellbeing. With just one phone call, members can have access to up to date advice and support in relation to police pensions.

We continue to receive regular calls from members about all aspects of injury award reviews and more. We advise individual members on all aspects of injury awards as and when we receive enquiries via telephone and email. The NARPO website at www.narpo.org is regularly updated on recent developments.

We also continue to work with a number of commercial partners to offer our members a great range of products and services and leisure opportunities. NARPO members have also enjoyed free access to properties on Lake Lugano in Italy and in Vienna, Austria. It is important that our members have the opportunity to enjoy their leisure time after retirement.



Celebrating 100 Years

In 2019, NARPO reached a significant milestone in our history as we reached our 100-year anniversary. This is a remarkable achievement of which we should all be proud.

We were particularly honoured when Her Royal Highness, The Princess Royal, agreed to be our Patron during our Centenary year.

At a national level, we hosted a special dinner at the Tower of London which was attended by HRH, The Princess Royal and other dignitaries including Baroness Harris, the Commissioner of the City of London Police and the Deputy Commissioner of the Met Police along with our friends from other associations.

Over 500 members joined the celebrations, representing almost all NARPO branches across the country. The event was held in the Pavilion at The Tower of London with the highlights including a wonderful speech by The Princess Royal in which she praised our local NARPO volunteers, the NARPO logo projected onto the Tower walls and most of all the excellent company and camaraderie throughout the evening where friends old and new were seen to be having a great time.

A video of the highlights of the centenary dinner can be viewed from the NARPO website.

NARPO branches have celebrated the centenary by hosting events at a local level, supported by a donation equal to 10% of the precept payable by that Branch. This was a one-off donation agreed by the NEC to ensure all members have an opportunity to celebrate our centenary year.



A snapshot of the local events taking place include:

- Suffolk NARPO held a number of events including afternoon teas in various locations across the county and hired the Brick Lane Music Hall exclusively for members to enjoy an afternoon tea and show
- Birmingham NARPO hosted a summer lunch for its members featuring entertainment from Comedian Alfie Moore and the Canoldir Male Choir
- NARPO branches across North Wales came together for a centenary charity concert at the Rhyl Pavilion Theatre

Much has been achieved by NARPO over the past 100 years so we were delighted to have our key events and milestones documented in a commemorative booklet. 'A Century of Service' which was put together by Angela Buckley. The booklet recounts our history through the decades from the first meeting of retired police officers in London in 1919 to becoming the largest public sector pensioner organisations in the country. The booklet was sent out to all our members alongside the May issue of NARPO News. It provides a fascinating insight into the key moments that have helped to shape NARPO into the organisation we are today.

Other commemorative items have been produced to mark the centenary, giving our members the opportunity to purchase anniversary mementos. A special boxed gold commemorative coin, ties and scarves and mugs, all featuring the NARPO centenary logo, are available on the NARPO website.



Communicating with our members

As a membership organisation we continually strive to ensure we reflect and meet the needs of our members. The recent changes to our branding and our focus on Life, Work, Leisure after the police have given us a modern approach and widened our appeal to younger members of NARPO, many of whom are many years away from 'official' retirement age. We continue to ensure that all our marketing and communications embrace this fresher look, giving us greater brand consistency.

We are very fortunate at NARPO to have a highly engaged membership. For example, we regularly receive feedback and comments from members, and response rates to NARPO surveys are always higher than industry averages. To maintain high levels of engagement with members it is important that we have effective communications in place. We have a number of established channels in place which enable us to engage directly with members, ensuring they remain informed and up to date on the issues that matter.

NARPO News continues to be our primary communication channel for our members and branches and, over the past year, we have focused on refreshing the magazine to ensure it delivers for our members.

With this in mind, we issued a short survey to all members seeking views and comments on the magazine. The response was overwhelming and the feedback was largely positive. Many members told us that the magazine provided useful updates on important issues such as pensions and benefits; and was an interesting read. We also took on board suggestions for new editorial ideas and a desire to see shorter snippets of news.

The new-look NARPO News was launched in August 2018, with a fresh design in line with our branding. We continue to work to ensure NARPO News remains an interesting and informative read. As a member publication we welcome contributions from members and branches.

In addition to NARPO News, we also offer members the opportunity to receive our new quarterly e-newsletter 'New Horizons'. This is sent out to all members who have consented to receive electronic communications from NARPO HQ as well as a further 6,000 individuals who have signed up via our website to receive the newsletter.

Members also have the option to sign up to receive emails direct from NARPO HQ. This is a very useful way to communicate to our members about important and often timely issues so we would encourage all members to sign up for this service. We can reassure members that all data is stored securely and we never pass personal details to a third party.

NARPO branches all do excellent work in ensuring members keep up to date with relevant national and local information via emails and Branch newsletters. Branches work closely with staff at NARPO HQ, who are responsible for sending out the newsletters on their behalf.



Total number of Branch Newsletters Sent 158,608



Campaigning on behalf of our members

NARPO provides an important voice to retired police officers across England and Wales. We build relationships with politicians at a national and local level to raise awareness of the issues affecting NARPO members.

Our work continues in an effort to secure pensions for life for widows, widowers and civil partners of police officers in England and Wales regardless of future relationship status.

All police widows and widowers have the right to be treated the same regardless of their personal relationship status. In England, Wales and Scotland, the unfair approach towards survivors' pensions puts many in an extremely difficult position, forced to make a choice between financial security or isolation.

NARPO is calling for a UK-wide policy on survivors' pensions which would see those who remarry or cohabit after the loss of their spouse retain their pension entitlement in full regardless of how their spouse died. This is the current model in Northern Ireland and is the UK-wide policy for widows, widowers and civil partners of Armed Forces personnel.

We have spoken to many of our members who have been directly affected by this policy through either cohabiting with a new partner or remarrying.

We are asking the Government to finally put this matter right and give the victims what they rightly deserve.

Our campaigning work on widows pensions includes:

Seeking support from parliamentarians by hosting a parliamentary drop in at the House of Commons. At this event we urged MPs and peers to sign an Early Day Motion and to table parliamentary questions in order to press the Government on the need for change. We also encouraged them to write to the Home Secretary regarding survivor pension inequality and discuss the issue informally with front bench colleagues.

To date, over 40 MPs and peers have backed our campaign and Holly Lynch MP, has tabled an Early Day Motion.

Encouraging NARPO members to write to their local MP asking for their support and urging them to take up the call to act on this matter in Parliament.

Securing Legal Advice. As a result of repeated Government inaction on this issue, NARPO have reluctantly sought legal advice from a leading Human Rights Barrister in an effort to get justice for those women, men and children who are victims of this archaic and unfair regulation, which severely restricts their life choices.

We have now received positive legal advice that indicates we have a sound case to pursue this matter under the Human Rights Act and in particular the right to fair proceedings under Article 6, the protection of property under Article 1 Protocol 1 and the Right to Respect for Private and Family Life under Article 8.



Later Life Ambitions (LLA)

Under the banner of Later Life Ambitions, we continue to work with our colleagues in the Civil Service Pensioners Alliance (CSPA) and the National Federation of Occupational Pensioners (NFOP) to highlight to Parliamentarians the main issues continuing to affect older people

When taken together our three organisations represent in excess of 250,000 members. The Later Life Ambitions manifesto covers a wide range of issues including universal pensioner benefits, pensions, housing, care and transport.



Over the past 12 months we have:

- responded to the BBC's consultation on the future of the Government-funded TV licencing scheme, which entitles all households with people over 75 are entitled to a free TV licence. NARPO, alongside our Later Life Ambition partners, has written to the Secretary of State for Digital, Culture, Media and Sport to urge the government to continue funding the TV licence concession for over-75s.
- responded to the Treasury Select Committee Inquiry into consumers' Access to Financial Services. The inquiry, launched late last year, will examine the interaction between vulnerable consumers and financial services firms. As part of a number of recommendations, Later Life Ambitions has called for businesses to have a comprehensive vulnerable client policy and procedure in place, which sets out a company's approach to supporting vulnerable clients to access the services that they require.
- continued to demand that adult social care receives the attention it deserves and comprehensive long-term strategy is found following the news that the Government has again delayed the publication of the Social Care Green Paper.

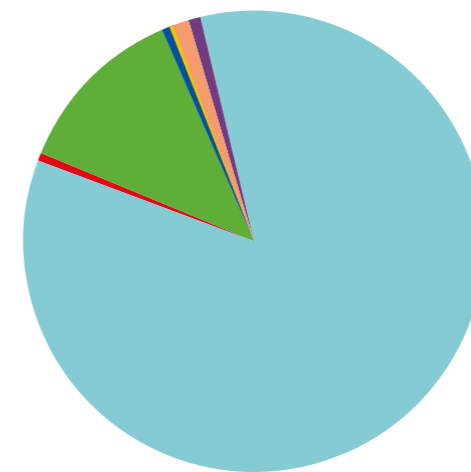
NARPO in Numbers

91,406
Members
at the end of
June 2019



Membership Breakdown

| | |
|-------------------|-------|
| Associate | 1057 |
| Affiliate | 749 |
| Full | 77500 |
| Life | 583 |
| Honorary | 33 |
| Widow/er | 11119 |
| Direct Affiliates | 365 |
| Other | 262 |



Annual Subscription

One Shilling
1919

£21.12
2019



Members of the National Executive Committee and Sub Committee Appointments

2019/2020

Chairman of the NEC and President of NARPO

Brian Burdus

Vice Chairman of the NEC and Vice President of NARPO

Richard Critchley

Chief Executive

Steve Edwards (*Appointed*)

Deputy Chief Executive

Alan Lees (*Appointed*)

Financial Controller

Helen Morgan (*Appointed*)

Conference Arrangements Sub-Committee

Nick Burrows, Eric Evans MVO, QPM, Phil Hopkins, Ahmed Ramiz, Kate Rowley QPM & Norman Robertson

Pension and Welfare Reform Sub-Committee

Keith Bowman, Jackie Cole, Richard Critchley & David Jeans

Age UK: Representative

Brian Burdus

Pensioners Forum Wales:

Phil Hopkins & Eric Evans MVO, QPM

Training Sub-Committee

Keith Bowman, Jackie Cole, Richard Critchley, Pat Gates BEM, BSc (*Training Officer*) & Sandie Wilde MA

Strategic Planning Group

Nick Burrows, Jackie Cole, Richard Critchley, Pat Gates BEM, BSc, Ahmed Ramiz & Sandie Wilde MA

Secretariat Sub-Committee

Richard Critchley, Mark Judson, Bob Mabbutt, Ahmed Ramiz, & Norman Robertson

Rules Revision Sub-Committee

Richard Critchley, Eric Evans MVO, QPM, Mark Judson, Bob Mabbutt, Ahmed Ramiz & Norman Robertson

Finance Sub-Committee

Nick Burrows, Richard Critchley, Ahmed Ramiz & Financial Controller ex-officio

Public Service Pensioners Council

(*External Appointment*)

Treasurer Steve Edwards

Council Members Brian Burdus & Steve Edwards

Age Platform Europe

Council Member Steve Edwards



NARPO President, Brian Burdus, welcomes HRH The Princess Royal to the NARPO centenary dinner at the Tower of London

The Chairman, Chief Executive and Deputy Chief Executive are ex-officio members of all sub-committees and working parties

NEC Members

2019/2020



Office Expires

No 1 Region - North West

| | |
|------------------------------|------|
| Sandie Wilde MA - Manchester | 2019 |
| Kate Rowley QPM - Cumbria | 2020 |

No 2 Region - North East

| | |
|-------------------------------|------|
| Richard Critchley - Wakefield | 2019 |
| Bob Watson - Northumbria | 2020 |

No 3 Region - Midlands

| | |
|-----------------------------|------|
| Mark Judson - Staffordshire | 2019 |
| David Jeans - Birmingham | 2020 |

No 4 Region - Eastern

| | |
|--------------------------------|------|
| Bob Mabbutt - Northamptonshire | 2019 |
| Brian Burdus - Nottinghamshire | 2020 |

No 5 Region - South East

| | |
|----------------------------|------|
| Keith Bowman - Eastbourne | 2019 |
| Ahmed Ramiz - North Sussex | 2020 |

No 6 Region - South West

| | |
|------------------------------|------|
| Pat Gates BEM, BSc - Bristol | 2019 |
| Norman Robertson - Dorset | 2020 |

No 7 Region - Wales

| | |
|-------------------------------|------|
| Eric Evans MVO, QPM - Gwynedd | 2019 |
| Phil Hopkins - Dyfed Powys | 2020 |

No 8 Region - London

| | |
|-----------------------|------|
| Nick Burrows - London | 2019 |
| Jackie Cole - London | 2020 |

Life Memberships

July 2018 to June 2019

Branch

| | |
|------------------------------|--|
| Birmingham | Mrs Debbie Menzel |
| Bolton | Mr Eric Holliday Mr Phil Waring Mr Jack Oxley |
| Bristol Avon | Mr Keight Blight Mr Robin Hobbs Mr John Vickery MBE Mr Michael Massey |
| Bury | Mrs Anne Forsahw |
| Cambridgeshire | Mr Lawrence Michael Simpson Mr John MacCallum |
| Chichester | Mr Ken Whitfield |
| Crewe | Mr Michael Holmes Mr John Horrocks |
| Cumbria | Mr Adrian Mason Mr Martin Pickering |
| Dudley & District | Mr Albert Mifsud Mr Dennis Morgan |
| Durham | Mr Alan Watson Mr Barry Crawford |
| Glamorgan | Mr Allan Crocombe |
| Gloucestershire | Mrs Constance Hilda Evans Mr Brian Page |

Branch

| | |
|---------------------------------------|---|
| Keighley & District | Mr Anthony Joseph Hennigan |
| London | Mr Tim Potts |
| Macclesfield | Mr Allen GH (Geoff) |
| Norfolk | Mr Stanley Watkinson |
| Northamptonshire | Mr Robert Spicer Miss Christine Carr |
| North Sussex | Mr Roger Buttle |
| Northumbria | Mr Bob Stephenson Mr Ken Watson Mr Bob Watson Mr Tom Archibald |
| Plymouth | Mr William Mallett |
| Staffordshire | Mr John Anthony Cooper |
| Staffordshire | Mr Roger Edward Jones |
| Suffolk | Mr David John Wood |
| TVP Buckinghamshire | Mrs Barbara Marchant |
| Warrington & Halton Branch | Mrs Sarah Thistlethwaite |
| Warrington & Halton Branch | Mr Peter Wroe |
| Wolverhampton | Mr Paul Anthony Snape |
| Wigan & Leigh | Mr Frank Woolley |
| Wigan & Leigh | Mr David Woods |
| Wigan & Leigh | Mr John Clifford Grass |
| Worthing & District | Mr Peter Stevens |



Financial Statements

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Financial Review

The Financial Statements for the year ended 31st December 2018 are found later in the following pages of this report and give full detail of the financial position of the organisation at the Balance Sheet date. The financial statements were audited by our accountants, Paylings, show that the association's funds continue in a healthy state and we recorded a surplus of £195,624 (2017: £249,162) for the financial year.

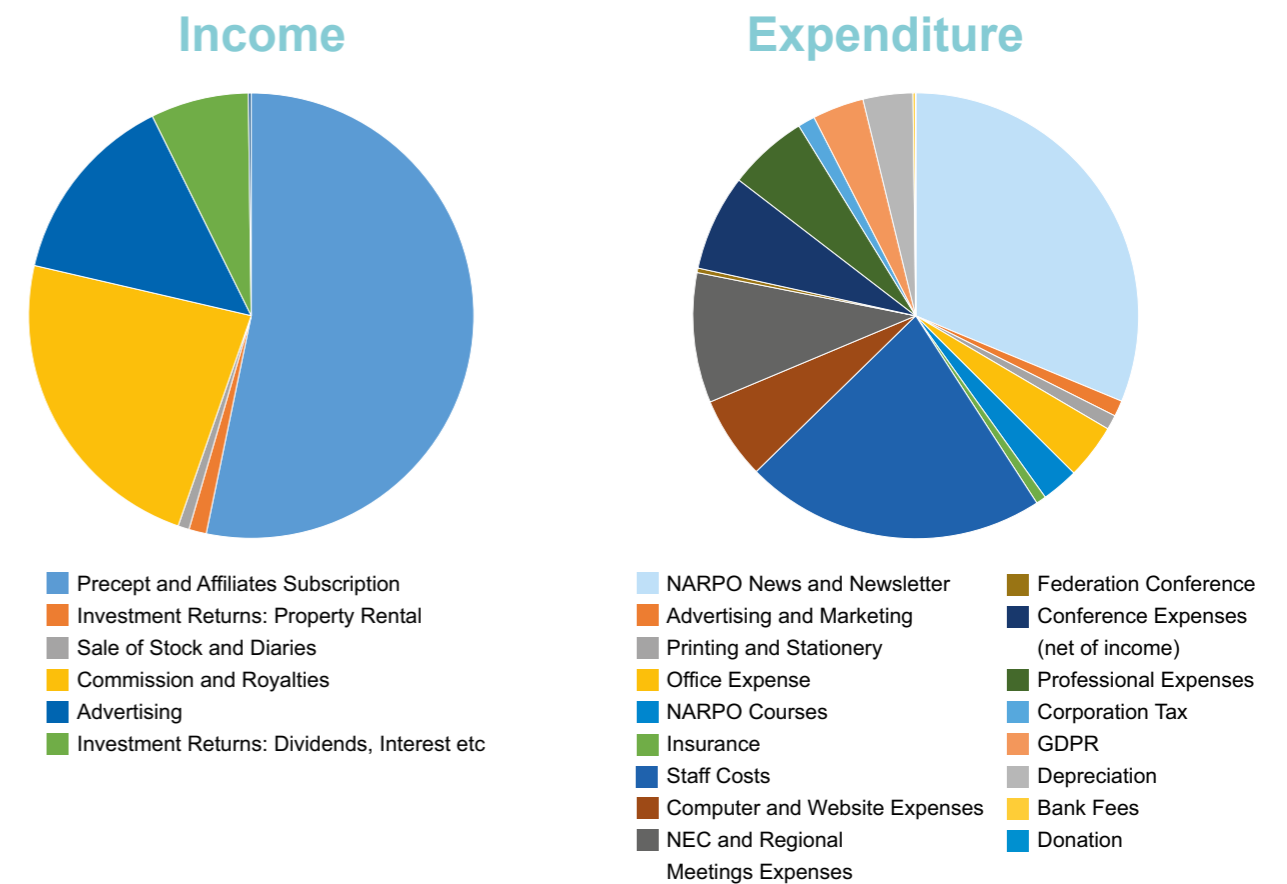
The overall income for the year was £1,159,058 (2017: £1,076,820) showing an increase of £82,238.

Total expenditure increased on the previous year by £135,776 to £963,434 (2017: £827,658).

The value of our investments at the year-end 31st December 2018 amounted to £1,364,321 (2017: £1,316,375). Our total accumulated fund at the 31st December 2018 was £3,346,240 (2017: £3,150,616).

The Financial Controller has prepared budgets for the period ending 31st December 2020, based on the expected financial impact of decisions and strategic plans. These budgets were reviewed and endorsed by the NEC at their meeting on the 9th May 2019 and in turn circulated to Branches and are contained in the Financial Statements later in the report.

Helen Morgan *Financial Controller*



Statement of National Executive Committee Responsibilities

We are required under the constitution of the Association to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Association and of the excess of income over expenditure for that year. In preparing those financial statements we are required to:

- select suitable accounting policies and then apply them consistently making judgements and estimates that are prudent and reasonable;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

We are also responsible for:

- keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association;
- safeguarding the Association's assets;
- taking reasonable steps for the prevention and detection of fraud and other irregularities.

By Order of the National Executive Committee



Brian Burdus *President*

Report of the Independent Auditors to the Association's Members

of The National Association of Retired Police Officers

We have audited the financial statements of the National Association of Retired Police Officers for the year ended 31st December 2018.

This report is made solely to the association's members, as a body, in accordance with rules of the association. Our audit work has been undertaken so that we might state to the association's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the association and the association's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of National Executive Committee and Auditors

The Association's National Executive Committee is responsible for the preparation of financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatements, whether caused by fraud or error. This includes an assessment of, whether the accounting policies are appropriate to the association's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the National Executive Committee; and the overall presentation of the financial statements.

Opinion on the financial statements

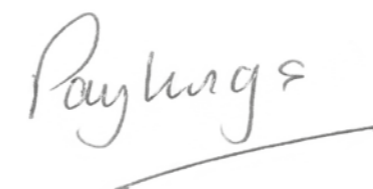
In our opinion the financial statements:

- give a true and fair view of the state of the association's affairs as at 31st December 2018 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the rules of the association.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the rules of the association requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information explanations we require for our audit.



David Harrison (*Senior Statutory Auditor*)

For and on behalf of Paylings

Registered Auditors

7 The Office Campus, Paragon Business Village,

Red Hall Court, Wakefield, West Yorkshire, WF1 2UY

Notes to the Financial Statements

For the year ended 31st December 2018

Accounting Policies

Basis of Accounting

The financial statements have been prepared under the requirements of the Association Rules and Regulations. The Association has not adopted the 'Financial Reporting Standard 102' "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102).

Adoption of FRS102 would require the Association to state all investments at market value and the Executive Committee believe the costs out way the benefits at this stage.

Accounting Convention

The financial statements have been prepared under historic cost convention.

Depreciation

Assets costing £500 or more are capitalised as tangible fixed assets, items costing less than £500 are charged against income and expenditure in the year the cost was incurred.

Depreciation of fixed assets is calculated to write off their cost or valuation less any residual value of their estimated useful lives as follows:

Office furniture, IT assets and equipment
33.3% straight line

Buildings are not depreciated, as in the opinion of the National Executive Committee, the residual value of the property will exceed its cost.

Investment Income

Dividends and interest on investments are recognised on a receivable basis and are shown gross of any related tax credit. Tax suffered on investment income is shown as part of the corporation tax charge. Rental income is credited net of related expenditure.

Income

Income represents the amount derived from subscriptions precepted from branches, income from investments and services provided which fall within the Association's ordinary activities, entirely within the United Kingdom. The income and excess of income over expenditure comprise the continuing activities of the Association.

Taxation

Corporation tax charged on taxable income and capital gains

| 2018 | 2017 |
|-----------------|----------------|
| £ 11,947 | £ 7,694 |

APB Ethical Standards - Provisions Available for Small Entities

In common with many other associations of our size and nature we use our auditors to prepare and submit returns to the tax authorities and assist with the preparation of the financial statements.

Balance Sheet

As at 31st December 2018

| | 2018 | 2017 |
|------------------------------------|------------------|------------------|
| Fixed Assets | | |
| NARPO House | 128,474 | 128,474 |
| Building Adds B/fwd | 2,224 | 2,823 |
| Additions | 0 | 860 |
| Less: Depreciation | -1,722 | -1,459 |
| | 502 | 2,224 |
| Furniture, IT & Equipment B/fwd | 72,077 | 15,603 |
| Additions | 12,143 | 73,062 |
| Less : Depreciation | -33,039 | -16,588 |
| | 51,181 | 72,077 |
| Coat of Arms | 7,200 | 7,200 |
| Ceremonial Chains of Office | 5,877 | 5,877 |
| Investment at Cost | | |
| Hawkridge House (Property) | 287,176 | 287,176 |
| Aviva Investment | 27,423 | 26,236 |
| Brewin Dolphin | 260,402 | 257,778 |
| Tilney Bestinvest | 789,320 | 745,185 |
| | 1,364,321 | 1,316,375 |
| Current Assets | | |
| Stocks for Resale | 3,307 | 2,051 |
| Sundry Debtors and Prepayments | 268,931 | 157,676 |
| Current and Deposit Accounts | 604,470 | 511,194 |
| NARPO Paypal | 13,619 | 3,041 |
| Close Bros Fixed Term Investments | 1,030,624 | 1,019,073 |
| Cash in Hand | 157 | 261 |
| | 1,921,108 | 1,693,296 |
| Current Liabilities | | |
| Sundry Creditors and Accruals | 116,120 | 61,939 |
| VAT | 4,361 | 5,188 |
| Corporation Tax | 11,942 | 7,780 |
| | 132,423 | 74,907 |
| Net Current Assets | 1,788,685 | 1,618,389 |
| | 3,346,240 | 3,150,616 |
| Accumulated Fund | | |
| Balance as at 1 January | 3,150,616 | 2,901,454 |
| Surplus for the year | 195,624 | 249,162 |
| | 3,346,240 | 3,150,616 |

Income and Expenditure

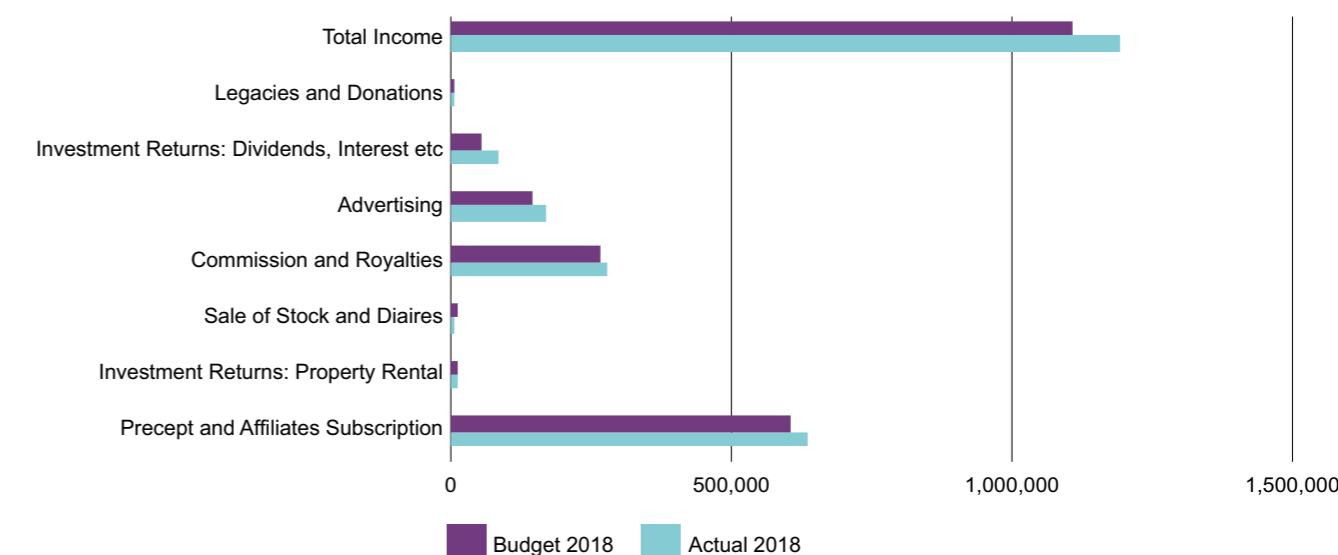
For the year ended 31st December 2018

| | 2018 | | 2017 | |
|--|---------|------------------|---------|------------------|
| Income | | | | |
| Precept (40%) | | 604,451 | | 574,408 |
| Affiliates Subscription | | 12,681 | | 13,570 |
| HawkrIDGE House Net Rent | | 14,703 | | 13,617 |
| Sale of Supplies | 1,432 | | 2,965 | |
| Less: Cost of Sales | -968 | 464 | -2,147 | 818 |
| Sale of Diaries | | 8,971 | | 10,450 |
| Commissions/Royalties | | 189,992 | | 177,471 |
| Advertising | | 162,904 | | 142,882 |
| Taxed Dividends (Gross) | 29,056 | | 26,034 | |
| Aviva Interest | 1,187 | | 1,125 | |
| Bank & Close Bros Interest | 20,718 | 50,961 | 17,224 | 44,383 |
| THIG Schemes | | 75,000 | | 80,808 |
| Tilney Bestinvest (Sale of Investments) | | 31,565 | | 12,363 |
| Legacies | | 2,366 | | 1,050 |
| NARPO Donation | | 5,000 | | 5,000 |
| | | 1,159,058 | | 1,076,820 |
| Expenditure | | | | |
| NARPO News Printing | | 70,195 | | 74,413 |
| NARPO News/Newsletter Distribution | | 230,905 | | 174,992 |
| National Advertising Campaign | | 11,127 | | 6,278 |
| 2019 Centenary Costs | | 0 | | 0 |
| Printing and Stationery | | 10,201 | | 52,572 |
| Postage and Telephone | | 11,772 | | 8,784 |
| Office Expense | | 19,719 | | 16,579 |
| Access to Support Course | | 12,262 | | 9,435 |
| Branch Officers Training | | 13,510 | | 0 |
| GDPR Training | | 35,937 | | 0 |
| General & Water Rates | | 6,926 | | 7,622 |
| Insurance | | 7,023 | | 6,456 |
| Salary Costs (Gross) | 180,645 | | 168,420 | |
| N.I. Contributions | 13,478 | | 13,242 | |
| Pension Contributions | 16,209 | 210,332 | 13,112 | 194,774 |
| Staff Recruit/Consultancy/Train | | 0 | | 1,486 |
| Computer Expenses | | 57,761 | | 40,709 |
| NEC Expenditure/Regional Meetings | | 90,840 | | 86,775 |
| Federation Conference | | 3,152 | | 1,784 |
| Conference Expenses (net of income) | | 67,268 | | 68,385 |
| Audit | | 6,000 | | 6,000 |
| Parliamentary | | 24,585 | | 21,851 |
| Professional Expenses | | 25,297 | | 21,720 |
| Corporation Tax | | 11,947 | | 7,694 |
| Depreciation | | 34,761 | | 18,047 |
| Repairs to Property | | 0 | | 207 |
| Bank Fees | | 1,814 | | 995 |
| Bad Debt | | 0 | | 0 |
| Donation | | 100 | | 100 |
| | | 963,434 | | 827,658 |
| Excess of income over expenditure | | 195,624 | | 249,162 |

Budget Variance

For the year ended 31st December 2018

| | Actual 2018 | Published Budget | Variance Budget |
|---------------------------------|------------------|------------------|-----------------|
| Income | | | |
| Precept | 604,451 | 595,000 | 9,451 |
| Affiliates Subs | 12,681 | 14,000 | -1,319 |
| Rental Income HawkrIDGE House | 14,703 | 14,000 | 703 |
| Net Sales | 464 | 300 | 703 |
| Sale of Diaries | 8,971 | 9,000 | -29 |
| Commissions/Royalties | 189,992 | 120,000 | 69,992 |
| Advertising | 162,904 | 135,000 | 27,904 |
| Taxed Dividends (Gross) | 29,056 | 15,000 | 14,056 |
| Aviva Interest | 1,187 | 1,200 | -13 |
| Bank/Close Bros Interest | 20,718 | 21,000 | -282 |
| THIG Schemes | 75,000 | 75,000 | 0 |
| Tilney Bestinvest (Realisation) | 31,565 | 0 | 31,565 |
| Legacies | 2,366 | 0 | 2,366 |
| NARPO Contact | 5,000 | 5,000 | 0 |
| | 1,159,058 | 1,004,500 | 154,558 |



Budget Variance

For the year ended 31st December 2018

| | Actual 2018 | Published Budget | Variance Budget |
|--|----------------|---------------------|--------------------|
| Expenditure | | | |
| NARPO News Printing | 70,195 | 74,000 | 3,805 |
| NARPO News & Newsletter Dist | 230,905 | 170,000 | -60,905 |
| Advertising and Marketing | 11,127 | 12,500 | 1,373 |
| 2019 Centenary Costs | 0 | 10,000 | 10,000 |
| Printing and Stationery | 10,201 | 45,000 | 34,799 |
| Postage and Telephone | 11,772 | 13,500 | 1,728 |
| General Office | 19,719 | 15,000 | -4,719 |
| Access to Support Course | 12,262 | 14,000 | 1,738 |
| NARPO Officers Training Seminars | 13,510 | 15,000 | 1,490 |
| Staff Training | 0 | 500 | 500 |
| General & Water Rates | 6,926 | 8,900 | 1,974 |
| Insurance | 7,023 | 7,000 | -23 |
| Gross Salary Costs | 180,644 | 180,000 | -644 |
| NI Contributions | 13,478 | 15,000 | 1,522 |
| Pensions | 16,209 | 17,000 | 791 |
| Staff Recruit/Consultancy | 0 | 0 | 0 |
| Computer/Website Expenses | 57,761 | 12,000 | -45,761 |
| NEC Expenditure/Regional Meetings | 90,841 | 75,000 | -15,841 |
| Federation Conference | 3,152 | 9,500 | 6,348 |
| NARPO Conference (net of income) | 67,268 | 65,000 | -2,268 |
| Audit | 6,000 | 6,000 | 0 |
| Parliamentary | 24,585 | 18,500 | -6,085 |
| Professional Expenses | 25,297 | 10,000 | -15,297 |
| Corporation Tax | 11,947 | 8,000 | -3,947 |
| GDPR Training | 35,937 | 0 | -35,937 |
| Rules Revision | 0 | 0 | 0 |
| Depreciation | 34,761 | 16,000 | 0 |
| Building Maint | 0 | 2,000 | 2,000 |
| Bank Fees | 1,814 | 1,500 | -314 |
| Bad Debt | 0 | 0 | 0 |
| Donation | 100 | 0 | -100 |
| | 963,434 | 820,900 | -142,534 |
| Excess of Income over expenditure | 195,624 | 183,600 | 12,024 |

Proposed Budgets for 2020

For the year ended 31st December 2018

| | Budget 2018 | Actual 2018 | Budgets Published 2019 | Budgeted Proposed 2020 |
|--------------------------------------|-----------------------------|---------------------------|------------------------------|------------------------------|
| Income | | | | |
| Precept | 595,000 | 604,451 | 595,000 | 646,000 |
| Affiliates Subscriptions | 14,000 | 12,681 | 12,000 | 7,400 |
| Rental Income Hawkridge House | 14,000 | 14,703 | 14,000 | 14,000 |
| Net Sales | 300 | 464 | 1,000 | 400 |
| Sale of Diaries | 9,000 | 8,971 | 10,000 | 4,000 |
| Commissions/Royalties | 120,000 | 189,992 | 150,000 | 150,000 |
| Advertising | 135,000 | 162,904 | 140,000 | 150,000 |
| Gross Dividends (Brewin/Tilney) | 15,000 | 29,056 | 17,500 | 17,500 |
| Aviva Interest (Shares) | 1,200 | 1,187 | 1,200 | 1,200 |
| Bank & Close Bros Interest | 21,000 | 20,718 | 20,000 | 1,500 |
| THIG Scheme (Net of Vat) | 75,000 | 75,000 | 75,000 | 75,000 |
| Tilney Bestinvest (Realisations) | 0 | 31,565 | 0 | 0 |
| Legacies | 0 | 2,366 | 0 | 0 |
| NARPO Donation | 5,000 | 5,000 | 0 | 0 |
| | 1,004,500 | 1,159,058 | 1,035,700 | 1,067,000 |
| Expenditure | | | | |
| NARPO News Printing | 74,000 | 70,195 | 76,000 | 76,000 |
| NARPO News & Newsletter Distribution | 170,000 | 70,195 | 178,000 | 248,000 |
| Advertising and Marketing | 12,500 | 11,127 | 20,000 | 20,000 |
| 2019 Centenary Costs | 10,000 | 0 | 347,000 | 0 |
| Printing and Stationery | 45,000 | 10,201 | 55,000 | 11,000 |
| Postage and Telephone | 13,500 | 11,772 | 11,500 | 14,000 |
| General Office | 15,000 | 19,719 | 17,500 | 20,000 |
| Access to Support Course | 14,000 | 12,262 | 14,000 | 14,000 |
| NARPO Officers Training Seminars | 15,000 | 13,510 | 15,000 | 30,000 |
| Staff Training | 500 | 0 | 500 | 500 |
| General & Water Rates | 8,900 | 6,926 | 8,900 | 20,000 |
| Insurance | 7,000 | 7,023 | 9,500 | 10,500 |
| Gross Salary Costs | 180,000 | 180,644 | 190,000 | 200,000 |
| NI Contributions | 15,000 | 13,478 | 17,000 | 17,000 |
| Pensions | 17,000 | 16,209 | 17,000 | 20,000 |
| Staff Recruitment | 0 | 0 | 0 | 0 |
| Computer/Website Expenses | 12,000 | 57,761 | 32,000 | 114,000 |
| NEC Meetings/Regional Meetings | 75,000 | 90,841 | 85,000 | 92,250 |
| Federation Conf | 9,500 | 3,152 | 9,500 | 9,500 |
| Conference (Net of income) | 65,000 | 67,268 | 68,000 | 101,000 |
| Audit | 6,000 | 6,000 | 6,000 | 8,000 |
| Parliamentary | 18,500 | 24,585 | 21,500 | 26,000 |
| Professional Expenses | 10,000 | 25,297 | 15,000 | 26,000 |
| Corporation Tax | 8,000 | 11,947 | 8,000 | 8,000 |
| GDPR | 0 | 35,937 | 0 | 0 |
| Rules Revision | 0 | 0 | 0 | 0 |
| Depreciation | 16,000 | 34,761 | 19,000 | 40,000 |
| Building and Premises | 2,000 | 0 | 35,000 | 50,000 |
| Credit Card/Foreign Transfer Fee | 1,500 | 1,814 | 1,500 | 3,300 |
| Bad Debts repaid | 0 | 0 | 0 | 0 |
| Donation | 0 | 100 | 0 | 0 |
| Total Expenditure | 820,900 | 963,434 | 1,276,900 | 1,179,050 |
| | 183,600 | 195,624 | -241,200 | -112,050 |
| | Budgeted Surplus | Actual Surplus | Budgeted Deficit | Budgeted Deficit |



Annual Conference 2019

Friday 6th September 2019

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Conference Notes

Delegates will exchange a Regional Identity badge for an electronic palmlet. The Regional Identity badge should be completed in advance of registration to enable the Stewards to issue the electronic palmlet

The Regions are identified as: -

| | |
|------------|------------|
| Yellow | North West |
| Lilac | Midlands |
| Orange | North East |
| Red | Eastern |
| Light Blue | South West |
| Pink | Wales |
| Dark Blue | South East |
| Green | London |

Any changes in Delegates or Branch Representatives must be notified to the Chief Executive or Stewards at Conference unless previous notification has been given.

Other Events

Thursday 5th September 2019

A pre-conference Dinner for delegates and observers will be held at the Southport Theatre, Southport, commencing at 7.30pm. The dinner will be preceded at 6.45pm with a drinks reception.

Friday 6th September 2019

The NARPO stall for the sale of NARPO goods will be open outside the Conference Hall during the hours of Conference. Other Membership Services Stalls will also be displaying items of interest. A break for coffee will be provided about 11.15am.

It should be noted that on Friday 6th September there will be a distribution of previously ordered packed lunches - otherwise members are asked to make their own lunch arrangements.

A post conference supper will be provided for those with previously purchased tickets. Followed by a social evening including a comedian, to be held in the Southport Theatre, Southport.

PLEASE NOTE THERE WILL BE NO SEATING PLAN FOR THIS EVENING.

Doors open 7pm – supper from 7.30pm.

Future Conference

5th September 2020 – Pavilions, Plymouth

National Executive Committee Report to Conference

Following decisions reached at a meeting held on Thursday 13th June 2019 the NEC made the following recommendations to Conference: -

Conference Timetable and Agenda

We recommend that:

- The Conference Timetable and Agenda be combined.
- A letter is sent to H.M. The Queen, conveying the Loyal Greetings of the Association in order that a reply could be conveyed to Conference at its opening.
- Time should be made available for an address by our invited guests and an open debate on "Wellbeing"

Scrutineers/Stewards

We recommend that:

- The Scrutineers will be introduced at 9.25am before any matter for decision is taken.
- The Chairman will note those elected from each region.
- The Scrutineers should appoint a Chief Scrutineer from amongst their number and Mr Keith Bowman is appointed as NEC liaison officer.
- When a vote is to be taken The Chairman will announce that the doors to Conference will be closed. The Scrutineers will ensure that the Stewards cover the doors.
- Mr Ahmed Ramiz is the appointed NEC liaison officer for the Stewards.

Exhibitors

The following organisations are exhibiting at the conference: PMAS • Towergate • Affinity Resolutions • Linder Myers • Harvey Howell • Langleys • Met Friendly • PPHA • COPS • Police Roll of Honour • National Police Memorial Day Trust/ Police Chaplaincy • Fred Olsen • Police Treatment Centre • BAWP • NWPBF • Police Arboretum Memorial Trust • Hansons Wealth Management • Police Care UK and Disability Rights.

Elected Members of the NEC

Post Conference 2019 to Conference 2021 Inclusive

| Region | Branch | Office Expires |
|-----------------|-------------------|-----------------------|
| No 1 North West | Kate Rowley QPM | Cumbria 2020 |
| | Sandie Wilde MA | Manchester 2021 |
| No 2 North East | Bob Watson | Northumbria 2020 |
| | Richard Critchley | Wakefield 2021 |
| No 3 Midlands | David Jeans | Birmingham 2020 |
| | Mark Judson | Staffordshire 2021 |
| No 4 Eastern | Brian Burdus | Nottinghamshire 2020 |
| | Bob Mabbutt | Northamptonshire 2021 |
| No 5 South East | Ahmed Ramiz | North Sussex 2020 |
| | Keith Bowman | Eastbourne 2021 |
| No 6 South West | Norman Robertson | Dorset 2020 |
| | Brian Hayley | Wiltshire 2021 |
| No 7 Wales | Phil Hopkins | Dyfed Powys 2020 |
| | Robert Jones | Denbigh 2021 |
| No 8 London | Jackie Cole | London 2020 |
| | Nick Burrows | London 2021 |

Elected Reserves of the NEC

Post Conference 2019 to Conference 2021 Inclusive

| Region | Branch | Office Expires |
|-----------------|--------------------|--------------------------|
| No 1 North West | Andrew Edwards | Preston & District 2020 |
| | Steve Lloyd | Salford 2021 |
| No 2 North East | Stewart Richardson | Humberside 2020 |
| | Graham Cassidy | Doncaster 2021 |
| No 3 Midlands | Tony Gooch | Warwickshire 2020 |
| | Steve Groves | Walsall 2021 |
| No 4 Eastern | Chris Morgan | Lincolnshire 2020 |
| | Martin Gregory | Cambridgeshire 2021 |
| No 5 South East | Dickie Bird | Colchester NE Essex 2020 |
| | Norman Liggins | East Kent 2021 |
| No 6 South West | Allen Orchard | Dorset 2020 |
| | Nick Wyer | Dorset 2021 |
| No 7 Wales | Sandra Evans | Gwent 2020 |
| | Helen Lloyd-Jones | Denbigh 2021 |
| No 8 London | Phil Van Tromp | London 2020 |
| | Bruce Wilson | London 2021 |

Agenda and Timetable

Friday 6th September 2019

9.10 Delegates take their place in the Conference Hall

All attendance forms should have been handed to the Stewards and an electronic palmlet obtained.

9.15 Opening of Conference by: The President of the National Association of Retired Police Officers – Mr Brian Burdus

Loyal Greetings
 Departed Colleagues
 Welcome Guests and introduction of NEC members

9.25 To note the elected scrutineers

| REGION | NAME | BRANCH |
|--------------|-----------------|--------------|
| 1 North West | Julian Dearden | Merseyside |
| 2 North East | Alan Woodhouse | Cleveland |
| 3 Midlands | Gordon Meredith | Coventry |
| 4 Eastern | Sean Murphy | Derbyshire |
| 5 South West | Colin Moules | North Sussex |
| 6 South West | Dave Frampton | Wiltshire |
| 7 Wales | Philip Taylor | Swansea |
| 8 London | Bruce Wilson | London |

To note: The Liaison Officer from the NEC: Mr Ahmed Ramiz - Stewards
 Mr Keith Bowman - Scrutineers

Adoption of Standing Orders
 Conference to approve the use of electronic palmlets

9.30 Adoption of NEC reports to Conference and Timetable

Agenda and Timetable

Friday 6th September 2019

- 9.35** **Composite Motions 1 and 2: Dorset Branch**
Amendment to Motion 1 - Nottinghamshire Branch
Amendment to Motion 2 - Nottinghamshire Branch
Rule Changes Regional Representation
- 10.05** **Motion 3: York North Riding**
Amendment to Motion 3 - London Branch
Rule Change Membership
- 10.20** **Motion 4: Humberside Branch**
Relocation of NARPO HQ
- 10.35** **Motion 5: Cambridgeshire Branch**
Rule Change Life Membership
- 10.50** **Motion 6: Southampton Branch**
Rule Change Financial Year
- 11.15** **Tea/Coffee Break**
- 11.30** **Income and Expenditure 2018**
Balance Sheet 2018
Budgets 2019
- Three reports presented by Mrs Helen Morgan the Financial Controller - to be approved
- 12.00** **Review of the Year** - Presented by the Chief Executive - Steve Edwards
- 12.15** **Lunchtime Adjournment**
- 1.30** **Conference Resumes**

Agenda and Timetable

Friday 6th September 2019

- 1.35** **Widows Pension for Life Presentation:** Audio/Visual presentation
Chief Executive - Steve Edwards
Holly Lynch MP
Beth Sidwell - Connect PA
- 2.15** **Announcement of Elected Reserves to the NEC:** to run until conference 2021
- 2.20** **Wellbeing Debate**
Dr Annette Crisp BA, MSc, SFHEA and Georgie Hughes - De Montfort University
Chief Constable Andy Rhodes - National Police Wellbeing Programme
Emma Shakespeare and Helen Blackshaw - Police Mutual
- 3.30** **Tea/Coffee Break**
- 3.45** **Misconduct and Retired Officers – CAN THIS HAPPEN TO YOU? YES, IT CAN.**
Paul Aspinall – Police Federation
Dave Walker – NARPO Member
- 4.30** **Any other urgent and non-controversial business**
Goodbye to Branch Officials for the past year - to note
NEC Farewells: Ms Pat Gates BEM, BSc and Mr R Eric Evans MVO QPM
Welcome to NEC Newcomers: Mr Brian (Bill) Haley and Mr Richard Jones
Thanks to the Stewards and Scrutineers from Southport Branch and those who contributed to the running of this conference
- 5.00** **Finish** – Subject to closure of business

To note that 2020 conference will be held at the Pavillions, Plymouth on Friday the 5th September

Conference Motions

Motion 1: Dorset Branch

This conference instructs the National Executive Committee to amend rule 24 (2) to read:

The NEC shall consist of sixteen members. Two members shall represent each of the eight Regions. Not more than one Full Member of a Branch may serve on the NEC at any one time (excluding the London Branch) unless there are no nominations from any other branch in the region; in that event two Full members from a Branch can be accepted. The new member will stand down at the next regional annual election provided there is a nomination from another Branch.

Explanatory Note:

With the difficulty that some regions have to find nominations for the NEC this would ensure that regions are not disadvantaged by having only one NEC representative. The proviso would be that the selected candidate would stand down the following year if there was a candidate nomination from another Branch within that region.

Amendment to Motion 1: Nottinghamshire Branch

This conference instructs the National Executive Committee to amend rule 24 (2) by:

1. Inserting the word 'Full' after word Two in the second sentence.
2. Delete everything after the words eight Regions.

Amended Motion to read:

The NEC shall consist of sixteen members. Two Full members shall represent each of the eight Regions.

Explanatory note:

As within any organisation surely we have a duty to elect the best person(s) for the posts, Dorset motion puts too many restrictions on the post, and the second person elected would have the knowledge that at any time he/she could be ousted if a person from another Branch in the Region decided they wanted the post and this person may not fulfil the job criteria for the post.

Notes

Conference Motions

Notes

Motion 3: York North Riding

That this Conference seeks an amendment as below to Rule 6.2 (*General Membership*)

Subject to Rule 6.1. Full Membership of the Association shall be open to former Police Officers who have served in a Police Force (Police Force) and who have met the minimum service, age or ill health requirements that would entitle them to a police pension (Police Pension).

Explanatory Note:

Having attended a branch officers course last October where in relation to terms of membership it was explained that an officer dismissed from the Police service or required to resign could not be a full member of a branch something I pretty much accepted at the time.

In December I read two news articles in different outlets which started me to question the validity of a life time ban in the circumstances outlined.

The first concerned an officer who had been jailed for 18 months after pleading guilty to causing death by dangerous driving, he was additionally banned from driving for three years and 9 months. At the subsequent disciplinary hearing the Chief Constable said he "had served the public in an exemplary fashion. In my view he should not be prevented from rebuilding his life having served his custodial sentence". A special case hearing found his actions amounted to gross misconduct and issued him with a final written warning. The force went on to say he would not be paid while he was in prison.

The second report concerned a Detective Inspector who was found to be having sex with a duty solicitor in a locked interview room at a police station. The Chief Constable ruled he was guilty of gross misconduct but let him off with a final written warning. The Officer had previously resigned but withdrew his resignation and kept his job.

Based on the fact in neither example the officer was dismissed or required to resign, when they retire they would be eligible to full membership to NARPO.

Since raising the subject within North Riding Branch other anomalies have come to my attention.

Based on rule 6.2 hypothetically a person dismissed for drink driving 20 years ago would be ineligible for life to NARPO membership, despite subsequently having had a successful business career or joining the priesthood for example! Additionally, I am now aware there are over 1000 warranted serving officers with criminal convictions some having a criminal conviction prior to their appointment to the Police.

I also wonder if a lifetime ban would be at the very least against the spirit of The Rehabilitation of Offenders Act which has been on the statute book for over 40 years. I also read the government is pushing for the 7-year rule in respect of this law to be reduced to 2 or 3 years in terms of spent convictions.

Amendment to Motion 3: London Branch

Delete all words after "requirements" and replace them with "*and are in receipt of a police pension (Police Pension)*" so the Motion will read -

That this Conference seeks an amendment as below to Rule 6.2 (*General Membership*)

Subject to Rule 6.1. Full Membership of the Association shall be open to former Police Officers who have served in a Police Force (Police Force) and who have met the minimum service, age or ill health requirements AND ARE IN RECEIPT OF A POLICE PENSION [POLICE PENSION].

Explanatory Note:

We realise that our amendment would mean a change to the definition of 'Police Pension' within the Rules (1.20). By making the criteria for full membership, being in receipt of a Police Pension, this would not prevent former officers who are not in receipt of a police pension, or anybody else, applying and receiving NARPO benefits as an ordinary member. (Rule 6.3.1)

Conference Motions

Notes

Motion 5: Cambridgeshire Branch

This Conference instructs the National Executive Committee to amend Rule 12.1 of the Association by inserting 'life members' after widow members, so that when a member has been awarded Life Membership, in recognition of outstanding service, the Branch would no longer have to pay a Precept for that member.

The amended Rule 12.1 to read:

12.1 multiplying the total number of members of that Branch as at 31 December in the previous year by the Minimum Subscription and applying the precept percentage to the total of that figure. In this Rule, members will not include spouse and widow members, life members and those who are a Full Member of another Branch.

Explanatory note:

Life membership is a National award issued at Branch level for outstanding contribution by a member at Branch and / or National level and therefore should be free in recognition of that service.

Our Branch considers that it is therefore unfair that a Branch awarding this National recognition is then financially penalised for doing so by having to pay a Precept. It is our considered belief that Branches will continue to use this award in an appropriate way and not see it as an opportunity to reduce their annual precept payment.

Having looked at what other organisations do when awarding Life membership, it is clear that at the National level the award is seen as an appreciation of the contribution given and that person so awarded is then free from any membership payment in the future as is the members Branch.

We also would ask the NEC to consider the introduction of a number of other 'awards' for members whose service falls short of 'outstanding', but nonetheless should be rewarded with some recognition. Perhaps a 'President's Certificate', or 'Meritable Conduct' award? Our suggestion would be that the template document of the Life Member certificate could be adapted with changes to the wording for these other awards.

Standing Orders

For the Regulation of Business of Annual Conference

S.O.1 Order of business

The roll for attendance of delegates at Annual Conference shall be conducted in accordance with the Rules for the Conduct of Annual Conference. The quorum for conducting business at Conference is 200 delegates.

S.O.2 Business before the Conference

After the adoption of Standing Orders, and subject as may be otherwise agreed to the contrary, the Conference will proceed in accordance with the Agenda.

S.O.3 Motions, Amendments, etc.

(a) Motions shall be passed, rejected, or remitted to the National Executive Committee for further consideration.

(b) The first proposition on any subject shall be known as the original motion, and all succeeding propositions on that subject shall be called amendments. Each motion and amendment will be proposed and seconded, but no delegate will be allowed to propose or second more than once on the same motion. When the motion and all its amendments have been so presented to Conference, discussion will follow as per the numbering of the amendments on the Conference Agenda and in accordance with S.O.5 (*Speeches*).

The printing of the motion and amendment on the Conference Agenda is formal presentation and does not need to be repeated when proposing or seconding.

(c) Voting shall take place with the highest numbered amendment being taken first, then second highest, and so on. Any amendment which is carried becomes the substantive motion, as do any subsequent amendments that are carried. The final substantive motion shall then be voted upon for acceptance or rejection by Conference.

If a remit is requested on a motion that has been proposed and seconded, then a vote on the remit will be taken first. If the remit is lost, then the substantive motion remains open for debate.

After the vote on each succeeding amendment has been taken, the surviving proposition shall be put to the vote as the main question, and if carried shall then become a resolution of the Conference.

(d) Voting shall take place in accordance with Conference Regulations.

S.O.4 Selection of Speakers

Every delegate shall stand when speaking and shall address the Chairman and give their name and Branch. When more than one delegate rises to speak, the first to rise shall be given precedence, the decision resting with the Chairman, but the delegate who rose immediately after the first one shall have the right to speak at the close of such delegate's address.

S.O.5 Speeches

(a) No delegate shall be allowed to speak more than once upon any subject before Conference, or on a point of order, except the mover of the original motion. Any delegate may formally second any motion or amendment and reserve his or her speech until a later period in the debate. Except by permission of the Chairman, no delegate shall speak for more than five minutes at one time, other than the mover of the original motion who may speak for ten minutes.

(b) Delegates wishing to raise points of order must first obtain the permission of the Chairman, and must rise immediately the alleged breach occurs.



Standing Orders

For the Regulation of Business of Annual Conference

S.O.6 Right of Reply

The mover of the original motion shall, if no amendment is moved, have the right to reply at the close of the debate on such motion. The mover of an amendment shall have the right to reply at the close of the debate on that amendment, but shall introduce no new matter. In each case, the question shall then be put to the vote immediately, and under no circumstances shall any further discussions be allowed once the question has been put to the vote.

S.O.7 Acceptance of motions and amendments

No motion or amendment appearing on the Conference agenda, or otherwise, shall be accepted for debate unless it is formally proposed and seconded. No motion or amendment which has been accepted by the Chairman shall be withdrawn unless Conference agrees by a two-thirds majority.

S.O.8 Closing the debate

Motions for the previous question, next business or the closure, may be moved and seconded only by delegates who have not spoken at any time during the debate. No speeches shall be allowed on such motions. In the event of the closure being carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 6 before the question is put. Should any one of the motions mentioned in this Standing Order be defeated, fifteen minutes shall elapse before it can be accepted again by the Chairman, unless he or she is of the opinion the circumstances have materially altered in the meantime.

S.O.9 Moving the Adjournment

Any delegate who has not already spoken during the debate may move the adjournment of the question under discussion, or of the Conference, but must confine his or her remarks to that question, and must not discuss any other matter. The mover of the motion on which the adjournment has been moved shall be allowed to reply on the question of the adjournment, but such reply shall not prejudice his or her right of reply on his own motion. In the event of the adjournment motion being lost it shall not be moved again except in accordance with Standing Order No. 8.



S.O.10 Chairman's Ruling

If the Chairman rises to call a delegate to order, or for any other reason connected with the proceedings, the delegate speaking shall thereupon resume his or her seat, and no other delegate shall rise until the Chair is resumed. The ruling of the Chairman on any question under Standing Orders or on points of order shall be final, unless challenged by not less than four members and not less than two thirds of the delegates vote to the contrary.

S.O.11 Misconduct

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

S.O.12 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 delegate moving such a suspension must clearly state the nature of the urgency of his business, the numbers of Standing Orders affected, and the length of time (not exceeding thirty minutes) he desires the suspension to last. At the option of Conference, a further extension may be allowed, but no suspension shall take place unless sanctioned by votes in favour of not less than two thirds of the delegates present and voting.



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