



Annual Report & Finance 2022

Conference Agenda 2023

7-8th September

The Winter Garden, Blackpool

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Mission Statement

At NARPO we believe that life doesn't stop after the Police, it flourishes. That's why we seek to represent the UK's more than a quarter of a million former Police Officers, staff, their partners and former partners, and those widowed both in and after service. It's a big responsibility, with our primary concerns to do with

pensions, wellbeing and a fulfilled later life.

We're proud of our members, what they've contributed and the incredible potential they have to offer. Every day we strive to improve our services, improve the lives of our members and positively impact society around us.



Presidents Welcome

Welcome to our 2023 Annual Report.

It is with pleasure that I welcome you to this year's Annual NARPO Conference in Blackpool. I trust that you will enjoy an interesting and stimulating days business as well as taking the opportunity to meet with friends, old and new, from around the country.

Conference is the one time each year that we all have the opportunity to get together to exchange views, learn and develop a better understanding of our various roles.

We have a very full Agenda for this year's Conference which, of course, includes matters carried forward from last year's Conference which was cancelled, at the last minute, as a mark of respect following the death of our Queen, Elizabeth the Second.

The main theme this year is Safety, Support and Wellbeing. This is both an opportunity and an important feature for us to inform and develop initiatives. This is, after all, the

main reason for our existence. As our Rules state, "the Association exists to safeguard the rights of members and promote measures for their welfare with particular regard to police pensions".

But of equal importance this year is the consideration of the proposal for NARPO to incorporate to protect our members, important details of which we have widely circulated throughout the membership.

I now look forward to the events and hope that I can meet and chat with as many of you as possible during the two days that we meet.

Richard Critchley - President



NARPO HOUSE
38 Bond St,
Wakefield,
West Yorkshire,
WF1 2QP
Tel: 01924 362 166
Email: hq@narpo.org

H.M. The King,
Buckingham Palace,
London,
SW1A 1AA

14th June 2022

Your Majesty,

The President, National Executive Committee and members of the National Association of Retired Police Officers (NARPO) send you their loyal greetings on the occasion of their Annual Conference.

NARPO Conference this year will be held in Blackpool on Friday 8th September 2023. The Conference will be attended by around 450 delegates and observers and key amongst the topics for debate will be the future shape of our organisation in a changing society.

NARPO was founded in 1919. Its aims, to safeguard the rights of its members and promote measures for their welfare, with particular regards to pensions. We continue to believe this is an aim which is as relevant today as it ever was in the past.

Our members spent their working lives as 'servants' of the Crown, serving your communities across England and Wales and our greetings are conveyed to you with genuine and continued pride in that fact.

I have the honour to be, Your Majesty's humble and obedient servant,

Richard Critchley
President

Review of the Year

Following my second year in office as CEO at NARPO, I'm proud to review these last 12 months and provide updates on everything we've been working on.

When NARPO was founded in July 1919, its legal structure was originally set up as an Unincorporated Association governed by its Rules. Nearly 104 years later, that structure and governance remain the same. However, there have been many significant political, economic, societal, technological and legal changes during that time.

So, following some Governance Workshops, the National Executive Committee (NEC) recognised and agreed that it was necessary and timely to look at its legal structure once again.

The NEC decided that in order to provide greater protection to our members, it would explore and consult with branches on incorporation which would mean NARPO would now become a limited company. Branches are autonomous and any decision to move to an incorporated association will be decided at the national conference.

As part of the consultation process, a series of five national workshops were held where branches were invited to attend and further information on incorporation was included in the May edition of NARPO News. Legal advice has also been sought and instructions given.

Further information can be found on the NARPO website www.narpo.org.

The following are all long-term strategies that NARPO have been working on over the last 12 months.

Welfare

The welfare of NARPO members including spouses and partners of members is one of the prime long-term objectives undertaken by branches. It is set out in NARPO's rules.

The Association exists to safeguard the right of members and to promote measures for their welfare. (Rule 3.1)

Activities to support the Welfare strategy include:

- National Welfare Standards
- Training

- Allocation of funds for Welfare Support/Projects
- Conference time for welfare
- Seeking support from Commercial Partners/other stakeholders in collaboration with the Marketing Manager

NEC Member, Brian Haley, is the Welfare Coordinator and Training Coordinator and is the national lead on both these important areas.

Welfare work also continues with Police Charities, and I myself am also a Trustee of the Police Treatment Centres. The number of retired officer donors continues to increase and there is now a programme, excluding PTSD, to support retired officers as part of the Psychological Wellbeing Programme.

NARPO also has a Trustee, NEC Member Allen Orchard, on the Board of the Police Rehabilitation Centre at Flint House. Flint House now provides retired officers the same opportunity to make monthly donations like the Police Treatment Centres.

Police Care UK continues to work with NARPO in providing support to retired officers and NARPO members.

The President, Richard Critchley is a Trustee on both the Police Memorial Trust and the Police Roll of Honour Trust. Fundraising for these continues with NARPO's support to create a digital memorial and a donation of £20,000 was made as well as a tree planted.

The Police Covenant

As part of the Government's commitment to the Police Covenant, NARPO is continuing to work towards a structured, centralised system of mental health and wellbeing support.

The President and I have held meetings with the Home Office and the previous Policing Minister, Kit Malthouse MP to brief them on issues affecting retired officers and our Members. We have also met with key stakeholders, including the Police Staff Associations, the national Police lead on Wellbeing and the College of Policing. NARPO is also a member of the Home Office Police Covenant Stakeholder Group.

However, we are still lobbying for membership of the Oversight Board and a follow up letter and contact has been made with the current Policing Minister.

Pensions

Police pensions are continually a key area of concern amongst members and are a prime objective of NARPO's Rules set out in Rule 3.1.

Support to our members, through advice and assistance, is one of the main objectives of the Association and as CEO, I also provide in-house expertise and access to specialist external advice to support members with queries and issues surrounding their pension.

McCloud/Sargeant

Following the judgement in the McCloud/Sargeant case, the Government announced a remedy to address the age discrimination contained in the 2015 Public Service Pension Schemes transitional arrangements.

As a member of the Home Office Scheme Advisory Board (SAB) for Police Pensions, I have been involved in discussions which have taken place regarding the remedy, its implementation, and the impact on retiring and retired officers.

These issues are also affecting other public sector organisations, and these are being progressed through the Public Services Pensioners Council (PSPC), of which NARPO is a member.

NARPO also has its own Pensions Board which has also been looking at these important issues.

NARPO Widows Pension For Life Campaign

Following on from last year, we have continued to progress our legal claim throughout this year to determine the legality of Regulation C9 of the Police Pensions Regulations 1987 and an Appeal Court Hearing was held on Wednesday 30th November 2022.

Disappointingly, the Appeal Court turned down our Appeal. However, we will continue to pursue an end to this inequality through Government and Opposition political parties. The President and I have already met with the Shadow Home Secretary, Yvette Cooper MP to seek her support. NARPO will continue its campaign with the support of its partner pensioner organisations and through its Parliamentary Advisors. Connect.

Membership

There have been a number of active initiatives through pre-retirement courses and recruitment letters to increase Membership numbers of NARPO.

Working with the Marketing Manager, we have developed a Membership strategy. New initiatives are now being developed as part of this ongoing work, including working with Police Staff Associations and offering more Membership Benefits.

NARPO has also been engaged with a number of activities, such as enhancing promotional material available to branches, improving the national website with additional resources, and engaging in events attended by serving officers, such as the Emergency Services Football League and Federation Conference.

Estate - NARPO HQ

The Conference decided in 2021 that NARPO HQ would remain at its current location in Wakefield. Its future is part of the NEC short term strategy on Estate and a subgroup of NEC members are progressing the necessary work to the premises.

Helen Morgan, our Financial Controller, and Rachel Stairmand, Accounts Administrator, both left NARPO and we thank them for all their hard work and support and wish them both all the best for the future.

And a big welcome to Katie Pollington as Accounts Administrator who was appointed in November 2022.

The NEC commissioned a review of the HQ staff roles and responsibilities using an external consultant working alongside myself and the report's recommendations have been implemented.

Information Technology

Information Technology plays a vital role in how NARPO communicates externally and internally and provides support to our Members and Branches. We are therefore grateful to Angela Calvert for the support, advice and training she continues to give to the NEC, Branches and HQ on Microsoft 365, Teams, and Supersleuth 2 and SendGrid.



PSPC

The PSPC have continued to campaign on its key issues over the last year, which include:

State Pensions

Triple Lock

The policy is to keep the triple lock as a method of uprating state pensions; this includes using an appropriate statistical measure. (was RPI: Retail Price Index).

State Pension Age

To lobby and campaign as appropriate to the result of the Independent Review.

Frozen Pensions abroad

To support the End Frozen pensions group through advertising to members, and writing to MPs.

Fairness between old and new state pension

To develop a broader understanding of the differences between the old and new state pension and highlight any areas of concern.

Transition to Equality (WASPI)

Support compensation for those affected by the sudden increase in SPA (State Pension Age) for women born in the 1950's.

Pension Credit

To lobby the government to pay pension credit automatically using the tax system rather than claims.

Maintain Assumption of one third of life in retirement, in that, 32% of life should be in retirement, working from life expectancy figures.

Universal Pension Benefits

Consolidation of: -

- Winter Fuel Payment Over 80 allowance and the Christmas bonus
- Maintaining Free bus pass and Free prescriptions
- Work with other pensioner groups to continue to pressure the Government to maintain these benefits at a realistic standard.

Public Service Pensioners

To keep the public service pensions, maintaining their value both in Accrual and in Payment.

To respond to consultations and Government policies on behalf of members in conjunction with other Pensioner Groups wherever possible.

To continue to attempt to engage with government and opposition on policy issues.

Equality

Inclusivity

The PSPC should aim to be an inclusive organisation encouraging representation from a wide range of members.

It encourages schemes to engage with pensioner groups on access and equality, encompassing issues such as digital exclusion on accessing member services and dealing with members who suffer from health conditions that may reflect cognitive difficulties.

The Gender Pension Gap

The PSPC acknowledges gender pension in the public services and whilst the unions work on looking at that for active members, the PSPC will share experiences across schemes in tackling this.

Intergenerational Fairness

To work with young people as these are the pensioners of tomorrow.

NARPO in Numbers

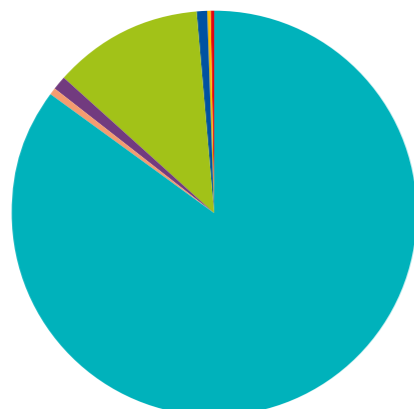
A snapshot of our membership

92,911
Members
at the end of
June 2023



Membership Breakdown

Full	79,381
Life	570
Associate	878
Widow/er	10,977
Honorary	35
Affiliate	656
Direct Affiliates	178
Other	236



£24.60
2023 Annual
Subscription

Life Memberships

July 2022 to June 2023

Branch	Name
Bedfordshire	Mr Ashley Atkinson
Bury & District	Mr Brian White
Bury & District	Mr Alan John Sheppard
Bury & District	Mr Hayden Howard
Crewe & District	Mr Ray Wilson
Dartford & District	Mr Derek Lawrence Kiell
Doncaster	Mr Graham Cassidy
Durham	Mr Chesney Brighthouse
Essex Chelmsford	Mr David J Hull
Essex Chelmsford	Mr Martin J Reed
Essex Chelmsford	Mr Roy E Bracey
Essex Chelmsford	Mr Tim R Stokes
Hampshire North	Mr Alan John Purkiss
Hastings & Rother	Mr Gordon Message
Hertfordshire	Mr Douglas Cooper
Huddersfield	Mr Michael Bell
Huddersfield	Mr Graeme Haley
Humberside	Mr Stuart Geoffrey Richardson
Humberside	Mr Anthony Walsh
Humberside	Mr Paul Henderson
Humberside	Mr Paul Michael Walsh
Keighley & District	Mr David Lonsdale
Keighley & District	Mr Graham Berry
Lincolnshire	Mr John Inglis
London Metropolitan	Mr Don Ratcliffe
London Metropolitan	Mrs Jacqueline Cole
Merseyside	Mr Robin McGrath
North Sussex	Mr Colin Moules
Preston & District	Mr David Terry
Rotherham	Mr Alan Jones
Salford Branch	Mr Michael Peter Nicholson
Staffordshire	Reverend Brian Williams
Staffordshire	Mr Michael Smith
Staffordshire	Miss Andrea M Plant
Staffordshire	Mr Phil Challinor
Sunderland	Mr Edward Holder
Sunderland	Mr Charles Snowdon Hargreaves
Swansea	Mr Philip David Taylor
Swansea	Mr Gerard E Coad
TVP Berkshire	Ms Ann Gain
TVP Berkshire	Mr Steve Crawley
TVP Buckinghamshire	Mr Gerry Lake
TVP Oxfordshire	Mr Brian Tegg
Walsall	Mr Steve Groves
Warwickshire	Mr Anthony Paul Fredrick Gooch
Wiltshire	Mr Richard Mahoney
Wiltshire	Mr Brian Haley

Members of the National Executive Committee and Sub Committee Appointments

2022/2023

Chairman of the NEC and President of NARPO

Richard Critchley

Vice Chairman of the NEC and Vice President of NARPO

Kate Rowley QPM

Chief Executive

Alan Lees (Appointed)

Deputy Chief Executive

Eve Williams (Appointed)

Financial Controller

(Vacant)

Internal Auditor

Bob Mabbutt

Conference Arrangements

Kate Rowley QPM – Conference Co-ordinator
Angela Calvert – Conference Administrator

Training

Brian Haley - Training Officer
Richard Jones & Dickie Bird – Deputy Training Officers

Welfare Co-ordinator

Brian Haley –Welfare Co-ordinator
Phil Van Tromp – Deputy Welfare Co-ordinator

Rules & Constitution Sub-Committee

Dickie Bird, Mark Judson, Bob Mabbutt,
Allen Orchard & Ahmed Ramiz

Secretariat Sub-Committee

Brian Burdus, Nick Burrows, Robin Michaelides,
Ahmed Ramiz & Bob Watson

Finance Sub-Committee

President, Vice President, CEO

Age UK: Representative

Brian Burdus

Pensioners Forum Wales

Richard Jones

Public Service Pensioners Council

(External Appointment)

Treasurer

Alan Lees

Council Members

Brian Burdus & Alan Lees

NEC Members

Post Conference 2022

Office Expires		Office Expires	
No 1 Region - North West	2023 2024	No 5 Region - South East	2023 2024
Robin Michaelides – Wigan & Leigh Kate Rowley QPM - Cumbria		Dickie Bird – Essex Colchester & NE Ahmed Ramiz - North Sussex	
No 2 Region - North East	2023 2024	No 6 Region - South West	2023 2024
Richard Critchley - Wakefield Bob Watson - Northumbria		Brian Haley – Wiltshire Allen Orchard – Dorset	
No 3 Region - Midlands	2023 2024	No 7 Region - Wales	2023 2024
Mark Judson - Staffordshire David Jeans - Birmingham		Richard Jones – Denbigh Sandra Evans BSC (HONS) – Gwent	
No 4 Region - Eastern	2023 2024	No 8 Region - London	2023 2024
Bob Mabbutt – Northamptonshire Brian Burdus - Nottinghamshire		Nick Burrows - London Phil Van Tromp - London	

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

Regions





Annual Conference 2023

8th September 2023

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Conference Notes

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

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.

PLEASE NOTE DELEGATE SEATING IS NOW IN REGIONS.

Other Events

Thursday 7th September 2023

A pre-conference Dinner for delegates and observers will be held at the Winter Gardens, the doors will open at 6.30pm, Dinner at 7pm.

Friday 8th September 2023

The NARPO information stand 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 10.50am.

It should be noted that on Friday the 8th September members should make their own arrangements for lunch there will be a couple of pop up stands where you can purchase sandwiches and drinks within the conference centre and there are a number of eating establishments in and around the Winter Gardens.

A post conference supper will be provided for those with previously purchased tickets. Followed by a social evening including entertainment to be held in the Winter Gardens.

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

Doors open 6.30pm – supper at 7.00pm.

Future Conference
7th September 2024
Riviera Centre, Torquay

Conference Timetable and Agenda

- The Conference Timetable and Agenda be combined.
- A letter is sent to H.M. The King, conveying the Loyal Greetings of the Association in order that a reply could be conveyed to Conference at its opening.

Scrutineers/Stewards

We recommend that:

- The Scrutineers will be introduced at 9.15 am 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 Nicholas Burrows, 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.

Region	Name	Branch
1 NW	Julian Dearden	Merseyside
2 NE	Dale Petty	Leeds & District
3 Mids	Roy Marratt	Wolverhampton
4 Eastern	Sean Murphy	Derbyshire
5 SE	Les Stilwell	Worthing & District
6 SW	Cavan Moroney	Wiltshire
7 Wales	Philip Taylor	Swansea
8 London	Philip Rule	London

Agenda and Timetable

Friday 8th September 2023

9.15 Delegates take their place in the Conference Hall

Opening of Conference, housekeeping by The President of NARPO to note the elected scrutineers, adoption of the NEC report and timetable and housekeeping rules.

9.20 Address by the President

9.40 Welfare and the wider issues

Mr Eddie McGrath – Merseyside
Mrs Helen Blackshaw – Police Mutual
Colonel Patrick Cairns - Police Treatment Centre
Mr Jon Carter-Lang - Flint House Police Rehabilitation Centre

10.50 Tea / coffee break

11.15 Affinity Resolutions - Bernard Seymour - Incorporation

NEC Motions 1 & 2 and Amendments

12.25 History Society - Mr P Griffiths & Mrs K Halpin

12.40 Chaplaincy

12.45 Lunchtime adjournment

Agenda and Timetable

Friday 8th September 2023

13.45 Cyber Crime

14.30 Motion in the name of London Branch – Written Business plan

15.00 Motion in the name of Dorset – Amendment to Rule 6.2

15.30 Motion in the name of Birmingham

16.00 Motion in the name of Warwickshire

16.30 Acceptance of the Annual Report and Finance Report

16.50 Report on the current work of our Parliamentary Advisors Connect

17.00 Noting the elected Reserves to the NEC as per the Annual Report

Closure Any business the Chairman has agreed to add to the agenda on the grounds of urgency.

**TO NOTE THAT 2024 CONFERENCE WILL BE HELD
IN TORQUAY FRIDAY 7th SEPTEMBER 2024**

Conference Motions

Motion No 1

In the name of the NEC

“That this Conference seeks the following amendments to Rule 68.3 (Amendment of Rules) and to Rule 69 Dissolution of Association.”

Rule 68.3 Amendment of Rules

The entire text of Rule 68.3 be deleted in its entirety and replaced with the following as Rule 68.3:

68.3 Any addition, repeal or amendment under Rules 68.1 or 68.2 shall only be passed by a majority of at least two-thirds of the Delegates voting on it. Any such addition, repeal or amendment, which is passed, shall take effect immediately unless it relates to financial matters in which case it will take effect from 1st January in the following calendar year.

Rule 69 Dissolution of Association

The entire text of Rule 69 is deleted in its entirety and replaced with the following as Rule 69:

69.1 If at any Conference a resolution for the dissolution of the Association is passed by a majority of at least two-thirds of the Delegates present, the NEC must, as directed by the resolution (and subject to any conditions set out in the resolution), either:

(a) proceed to realise the property of the Association and to apply the funds held by it in discharge of the liabilities of the Association. On the completion of the realisation of assets, the payment of liabilities and the application of any surplus funds in accordance with Rule 69.2, the Association will be dissolved;

or

(b) transfer the property and assets of the Association to any corporate body formed by or on behalf of the NEC to replace the Association with objectives and rules as to entitlement to membership which are not inconsistent with the objectives and rules as to entitlement to membership of the Association. Any such transfer shall be subject to such corporate body agreeing to assume all obligations and liabilities of the Association and to discharge such obligations and liabilities as and when each falls due for discharge and to indemnify the members of the Association against any failure to discharge such obligations and liabilities as and when each falls due for discharge. On the completion of transfer the property and assets of the Association to such corporate body, the Association will be dissolved.

69.2 If after realisation of the property of the Association and the discharge of all liabilities of the Association in accordance with Rule 69.1 (a), the Association has surplus funds, such funds shall be handed over to a police charitable fund or funds.

69.3 No funds of the Association shall be paid to any member save for agreed remuneration for work done, expenses payable in accordance with these Rules or reimbursement of sums paid on the Association's behalf.

Explanatory Notes:

These amendments are necessary to enable changes to be made to the status of NARPO which may be considered at this year's Conference or at any future Conference. This would include the consideration of Incorporation.

The only change to Rule 68.3 affects the timing at which any addition, repeal or amendment to the Rules passed by Conference will take effect, that being immediately they are passed instead of at the conclusion of that Conference. This will enable Conference, should it wish to do so, to pass a resolution to incorporate at the same Conference.

The only change to Rule 69 is the addition of Rule 69(1)(b) which allows for the funds and assets of the Association to be transferred to a new corporate body which has the same objectives, rules and entitlements as currently exist which represent the steps which will be required should Conference wish to incorporate.

Amendment Motion 1 – Eastbourne Branch

69.1 Remove wording 'majority of two-thirds of the Delegates present' and replace with wording 'majority of at least two-thirds of the Delegates voting on it'

Explanatory Note

This would make the Rule in accordance with 68.3 i.e. delegates in the hall when the vote is called, not the number of registered delegates present.

Motion No 2

In the name of the NEC

“That this Conference approves the transfer of NARPO to become a company limited by guarantee and with the Articles and Rules in the proposed form as previously circulated.”

Explanatory Note:

This is the necessary authority for the NEC to transfer NARPO from an Unincorporated Association to an incorporated (limited) company.

Amendment Motion 2 – London Branch

Delete the word “That” at the start of the motion and replace with the word “Before”; following the word 'circulated' insert a comma followed by the words 'the NEC carry out a feasibility study on this subject with the results and recommendations reported to Conference 2024 or an Extraordinary Conference called for that specific purpose.' So that the motion reads:

'Before this Conference approves the transfer of NARPO to become a company limited by guarantee and with Articles and Rules in the proposed form as previously circulated, the NEC carry out a feasibility study on the subject with the results and recommendations reported to Conference 2024 or an Extraordinary Conference called for that specific purpose.'

Explanatory Note:

At the time of the deadline for the submission of amendments for motions to Conference (30 June) no 'Articles and Rules' have been circulated to Branches to allow them to form an opinion on whether NARPO should opt for incorporation. Other than five seminars held earlier in 2023 and the circulation of a synopsis of the Questions and Answers raised at these seminars, no further information or documentation has been circulated to branches.

A feasibility study would allow the NEC to present a documented business case for going ahead with incorporation which should also include the results of consultation with the entire membership and not just branch officers and committees. The recent finding in the case brought by Leigh Day Solicitors against the Police Federation of England and Wales highlighted the lack of '...consultation of the membership at large, and little evidence that the bodies charged with deciding/reviewing policy were consulted in a meaningful way;' We firmly believe the business case for incorporation should be put to the membership at large for their views to be considered. With the limited information available at this stage, it is impossible to determine whether incorporation is the best option for NARPO.

For the sake of completeness, we would like to point out that we disagree with Motion 1 including the changes to two separate rules and this has led to some confusion. We also believe the NEC have made an error in its interpretation of Rule 68.3 as the current rule states that 'Any such addition, repeal or amendment which is passed, shall take effect immediately following the conclusion of the Conference at which it was passed unless...'. This means that should Conference approve these changes the old Rule 68.3 dictates they will take effect at the conclusion of Conference.

The addition of the new sub paragraph 69(1)(b) introduces the proposal to allow the NEC to set up a corporate body and seeks to change the existing rules to do so and allow a transfer of assets. It is our view that as any change to Rule 69 which incidentally does not contain a resolution to dissolve the association, would not take effect until the conclusion of Conference and it would be incorrect to proceed to the consideration of Motion 2 at this Conference, hence our amendment.

Introducing our Speakers for Conference 2023



Mr Eddie McGrath
Merseyside Branch Secretary

Eddie McGrath, a former Sergeant in Merseyside Police, became Secretary of NARPO Merseyside Branch in 2018 having served 2 years on the Committee prior to this. Since then, he has been instrumental in modernising and revolutionising the branch, especially regarding welfare. His efforts were recognised by Merseyside Police with the presentation of an award and framed certificate at their Annual Presentation Evening. Merseyside Police were particularly impressed with his leadership and that of the Committee during the worst times of the Covid Pandemic.

During his career he was seconded to the No. 1 Police District Training Centre at Bruche having completed what he terms "the hardest course ever" – the Student Instructors Course at Pannal Ash.

Eddie became a qualified Association Football Referee in

January 1989 and after retirement utilised the skills learned on the S.I. Course to successfully complete 2 F.A. Courses as a result of which he became a Licenced Referee Instructor thus enabling him to instruct and develop new Referees in the Laws of the Game practically as well as theoretically. Subsequently he spent 10 years at Everton F.C. Academy in a voluntary role as Referees Liaison Officer on behalf of Liverpool County F.A.

Whilst serving as Secretary of the local Referees Society, Eddie was elected to the national Board of Management of the Referees Association where he served for five years and had the pleasure of meeting and socialising with former Premier League Referees and Police Officers Howard Webb and Martin Atkinson.

His focus is now entirely devoted to NARPO, and he says, "will continue to be so until I reach 80 years if re-elected!"



Mrs Helen Blackshaw
Police Mutual

Helen is the Wellbeing Manager at Police Mutual, she has worked for the organisation for 33 years in various roles. Her current role includes managing the foundation services, producing wellbeing guides, and delivering mental health training. She has worked closely with NARPO since 2015 to ensure awareness of wellbeing services and support are shared to our members and their families.

Police Mutual is part of Royal London, the largest mutual life, pensions, and investment company in the UK. Police Mutual is a financial services provider that puts the interests of the Police community first. Our range of products and services are available exclusively to Police Officers, Staff, Retired Officers, their families, and the wider Police family.



Colonel Patrick Cairns
MBE DL MA BA(Hons)
CEO Police Treatment Centres

Patrick Cairns is currently the Chief Executive Officer (CEO) of the Police Treatment Centres; a police charity that treats ill and injured police officers from across the UK for a variety of physical and psychological illnesses and injuries. He is also CEO of The Police Children's Charity which is a separate charity that supports the children of police officers who have died or been medically incapacitated. He was a career army officer who was commissioned into the Royal Military Police (RMP) in 1986. Over the next 28 years he served around the world in a variety of roles as a Commander, a Staff Officer, and a leadership trainer/

instructor, and he has served on operations in Northern Ireland (for 4 years), the Former Yugoslavia, Iraq, and Afghanistan. He took early retirement from the Army in the rank of Colonel in 2014 and took up his appointment as CEO at the PTC and TPCC shortly after. He is a Senior External Assessor for the College of Policing and has been a Deputy Lieutenant in West Yorkshire since 2018. He was appointed a Member of the Most Excellent Order (MBE) of the British Empire for Services to Police Charities on the New Year's Honours List 2020.



Mr Jon Carter-Lang

Jon is Secretary of the Leicestershire Police Federation and Chair of the Flint House Board of Trustees. He is passionate about the work Flint House does and sees his role as extending its work to take full advantage of technical advances in treatments in order to offer the highest quality treatment to help officers back to the best of health in the shortest time.

He is keen on converting all officers to the benefits of Flint House, to give everyone from new recruits to retirees the opportunity to experience the exemplary level of care on offer.

"I am excited about Flint House's future. It is my greatest desire to see Flint House help every officer who wants help to get back to full duties as quickly as possible, within capacity and reach. It's also important to provide officers with quick access to low level mental health treatment to try and help those who may be suffering in silence."



Mr Bernard Seymour

Affinity Resolutions

Bernard was born and raised in Lancashire and began his career as a police officer for Lancashire, leaving after 5 years to study Law. His career as a lawyer was varied becoming Managing Partner of a large law firm and then Senior Partner.

During his 35 years as a lawyer, Bernard also sat as a Judge for 12 years on the Manchester circuit where he gained a wealth of knowledge on a variety of legal areas. Since 2014, Bernard has worked with large member organisations, charities and within the medical sector.

Bernard is an experienced public speaker and trainer and has given presentations and provided training to many organisations both at head office and branch level. Bernard undertakes for Affinity Resolutions the external data protection officer role for clients in different sectors. In this capacity he provides straightforward, robust and common sense advice.

In his spare time, Bernard, who is an accomplished woodworker, can often be found in the workshop assisting his wife in her woodwork business.



Mr Paul Griffiths OBE

Chair of the Police History Society

Chief Superintendent Paul Griffiths is a Gwent police officer and has served in both uniform and detective ranks throughout his career. He has performed operational, investigative and organisational roles for his force. He was a senior investigating officer, strategic firearms commander, authorising officer and a negotiator co-ordinator. He led one of the largest modern slavery investigations in the United Kingdom. Paul has held various roles in the Police Superintendents' Association since 2010. He has served as a national officer - performing the roles of vice president (2016-2019), president (2019-2022) and assistant national

secretary (2022-present). Paul was recognised for his services to policing with an OBE in the Queen's Birthday Honours list 2021. He was also awarded Commander of the Order of St John in 2022 for his charity work. He holds a BSc (Hons), MSc in criminal justice studies and is a Companion of the Chartered Management Institute and a fellow of the Royal Society of Arts. He is chair of the Police History Society. He is married with two adult sons and in his spare time enjoys physical challenges, adventures and charity work.



Mrs Kate Halpin

Vice Chair of the Police History Society

Kate Halpin joined the Metropolitan Police in 1990 following in the footsteps of her grandfather who served from 1947-75. She was initially posted to Carter Street Division, the area more commonly known on the Monopoly Board as The Old Kent Road. She had a varied career serving primarily in investigative roles across South East London and a number of specialist departments including the Child Protection Major Enquiry Team, Professional Standards Department and the MPS' Specialist Rape Command. As a native of South East London she clearly remembers her selection interview when she was advised by her interviewing panel to not expect a local posting and that the Metropolitan Police "could send her anywhere, even to Wembley". Little could she imagine at that time that in 1999 she would become the

first female to be awarded a Fulbright Police Scholarship to examine how the LAPD, LA County Sheriff, partner agencies and academics in Los Angeles policed youth crime and that in 2008 she would be seconded to the Foreign and Commonwealth Office to spend 18 months as the UK Chief Police Advisor in Iraq. In 2015 she was appointed as the Borough Commander for Lewisham. In 2017 she was elected by her colleagues as the Secretary of the MPS' Superintendents' Association. She was part of the team that organised the Met celebrations marking the Centenary the first women joining the Met in 1919. She is the current vice chair of the Police History Society.

She was awarded the QPM for distinguished service in the 2021 New Years Honours and retired in March 2022.



David Halliwell

Senior Counsel at Connect

David provides senior counsel to Connect's clients drawing on his expertise in housing, planning, regeneration and skills policy.

Prior to joining Connect, David was a senior adviser on Government Relations in the office of the Mayor of London. At City Hall, David worked closely with the Deputy Mayor for Planning, Regeneration and Skills and was

integral to the publication of the Mayor's London Plan. With an extensive career across the public, private and third sector, David has played a strategic role in award winning campaigns, high profile media opportunities and political engagement, including the For Accessible Homes campaign for Habinteg.



Mrs Kerry Henry

NWROCU

Kerry Henry is a Cyber Protect Officer at the North West Regional Organised Crime Unit. The unit is a collaboration of the six police forces in the North West - Cumbria Constabulary, Cheshire Police, Greater Manchester Police, Lancashire Constabulary, Merseyside Police and

North Wales Police. Part of Kerry's role is to provide Local Authorities & Councils, educational establishments, businesses, charities, and individuals with the latest cyber security information, including any cyber threats or scams.

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.

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.

Standing Orders

For the Regulation of Business of Annual Conference

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.

Campaigning

Summary of Connect activity for NARPO's annual report

The past year has seen three prime ministers and almost too many ministers to count. The end of Boris Johnson's premiership, the turbulent days of the Truss administration, and the selection of Rishi Sunak as Prime Minister left the UK with political whiplash.

Although stability seems to have returned to the front benches, those already vulnerable, including older people, are still feeling some of the consequences including high food and gas prices. The cost of living crisis seems to be the new normal, but there may be hope yet as inflation dropped to 8.7% in March 2023 from its high of 10.1%.

Connect has worked to influence Government policy through our activity with NARPO and on behalf of Later Life Ambitions (LLA).

decisionmakers and stakeholders is important to NARPO members – police officers are important members of their local communities, and it is natural that such an association should continue into retirement. Furthermore, as we see regional devolution continue to expand in England, local politics will steadily gather ever more clout.

Being a police officer can be a difficult and sometimes distressing career. We highlighted the importance of this being recognised with adequate resourcing for services that support retired officers. Connect will continue to support and advocate for the Police Covenant to ensure all retired police officers have access to the support they need.



Mental Health

We know that mental health is a concern for NARPO members and retired police officers more generally. Unfortunately, the necessary support is often limited or unavailable to those who need it after they have left the force. The Police Covenant makes it law that services recognise the unique, and often difficult, sacrifice that police officers and their families make as part of their commitment to serving.

Following on from discussions with the previous Minister for Crime and Policing, Kit Malthouse MP, we sought to continue those conversations with successive Ministers, Tom Pursglove MP and the current Minister for Crime, Policing and Fire, Chris Philp MP. In his response, Mr Philp said the previous roundtables and discussions with Mr Malthouse were being used to develop a 'leavers toolkit' for retiring police officers.

Beyond the national level, Connect provided support for NARPO's meeting with Mayor of West Yorkshire, Tracy Brabin. The meeting covered the police Covenant, the Mayor's ambitions for older people in the region, and the Widows' Pensions case. Prior to the meeting, the Mayor had published her ten mayoral pledges which included keeping women and girls safe as part of her policing plan as well as recruit 750 frontline police officers and staff to address crime levels. Engagement with local



Widows Pensions

Connect has continued to support NARPO's work to end the unfair treatment of widows with their widows' pension campaign. We have raised the profile of the problem through outreach to journalists and newspapers and have supported NARPO through the Court of Appeal case for the issue.

Despite interest from journalists at the BBC, The Guardian and The Times the timing of the most recent judgment, coming days before Christmas, undermined our efforts to

make headlines. However, the Connect team continue to talk to senior journalists about the issue and we are working on plans for campaigning media work.

Your issues and concerns – including the Widows' Pensions case – regularly made the national press, with Connect placing several pieces for NARPO in titles including the Daily Express. NARPO CEO Alan Lees was quoted in the Sunday Express making the call for a Minister for Older People in among the churn in government appointments last autumn. Engaging with Fleet Street remains a crucial aspect of successful campaigning, and Connect will continue to ensure that NARPO members' voices are heard in the media.

Connect also prepared briefing materials ahead of NARPO's meeting with Shadow Home Secretary Yvette Cooper. The meeting discussed the Police Covenant and the work NARPO is doing on Widow's Pensions; with Labour currently the bookies' favourite to form the next government, it's increasingly important to engage with the Opposition as well as the Government.

Despite the disappointing ruling in the Widows' Pensions case, Connect will continue to support NARPO's work to end the unfair policy to ensure all pensioners have access to the funds they should be entitled to.

Pensioner's Manifesto

Partnering with Connect, Later Life Ambitions has embarked on the creation of a Pensioner Manifesto to raise the concerns of pensioners across the UK. Connect has coordinated with sector-leading charities Age UK and Independent Age to craft policy asks to benefit all older peoples. The manifesto covers policy asks in sectors including social care, digital exclusion, pensions, housing, and transport. Mirroring the offices that already exist in Northern Ireland and Scotland, the manifesto also calls for the creation of Older People's Commissioners in England and Wales.

We know that pensioners should be a consideration in all policy making, but with a general election on the horizon, there is no better time than now to prepare and advocate for specific policies that support those later in life throughout the UK. The manifesto will be launched to influence policy creation at party conferences before the next general election takes place in (most likely) autumn 2024.



Financial Statements

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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

Richard Critchley - 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 2022.

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 2022 and of its excess of income over expenditure.
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, adjusted for the association's accounting policies; 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.

Ian Parsons (Senior Statutory Auditor)

For and on behalf of Paylings
Registered Auditors
No. 2 Silkwood Office Park
Fryers Way
Wakefield
West Yorkshire
WF5 9TJ

Balance Sheet

As at 31st December 2022

	2022	2021
Fixed Assets		
NARPO House	128,474	128,474
Building Adds B/fwd	215	215
Additions	0	0
Less: Depreciation	-215	-215
	0	0
Furniture, IT and Equipment B/fwd	19,279	22,779
Additions	3,283	96,500
Less : Depreciation	-87,556	-50,276
	35,006	69,003
Coat of Arms	7,200	7,200
Ceremonial Chains of Office	5,877	5,877
Investment at Cost		
Hawkridge House (Property)	520,000	287,176
Aviva Investment	37,323	31,156
Brewin Dolphin	356,525	279,186
Tilney Bestinvest	1,040,845	847,856
	1,954,693	1,445,374
Current Assets		
Stocks for Resale	1,625	1,625
Sundry Debtors and prepayments	113,839	80,770
Current and Deposit Accounts	420,661	567,976
NARPO Paypal	25,918	18,326
Close Bros Fixed Term Investments	1,103,265	1,075,640
Cash in Hand	129	606
	1,665,437	1,744,943
Current Liabilities		
Sundry Creditors and accruals	122,367	63,255
Corporation Tax	-	8,363
	122,367	71,618
Net Current Assets	1,543,070	1,673,325
	3,674,320	3,329,253
Accumulated Fund		
Balance as at 1 January	3,329,253	3,360,538
Surplus for the year	345,067	-31,285
	3,674,320	3,329,253

Income and Expenditure

For the year ended 31st December 2021

	2022	2021
Income		
Precept (40%)	698,188	661,061
Affiliates Subscription	7,919	8,717
Hawkridge House Net Rent	16,606	13,336
Sale of Supplies	-11,005	-24,043
Sale of Diaries	10,857	13,891
Commissions/Royalties	102,157	134,174
Advertising	217,010	189,621
Taxed Dividends (Gross)	25,862	25,879
Aviva Interest	6,167	1,193
Bank & Close Bros Interest	12,517	9,838
THIG Schemes	55,000	75,000
Profit on Sale of Investments	20,039	15,396
Gains on Investments when marked to market value	253,151	-
Legacies and Other Income	232,824	7,605
Branch Income	7,605	4,451
	15,705	15,869
	1,670,602	1,144,383
Expenditure		
NARPO News Printing	427,801	393,944
Advertising and Promotion	16,605	26,986
Printing and Stationery	9,630	12,152
Postage and Telephone	22,139	16,065
Office Expense	31,265	16,255
Training - Officers and Access to Support	46,504	27,822
General & Water Rates	6,818	7,083
Insurance	11,706	10,124
Salary Costs (Gross)	197,070	215,256
N.I. Contributions	13,871	18,564
Pension Contributions	16,053	17,913
Staff Recruit/Consultancy/Train	12,810	358
Computer Expenses	78,444	69,107
NEC Expenditure/Regional Meetings	92,937	58,605
Conference Expenses (net of expenses)	115,006	106,956
Audit	7,000	6,317
Parliamentary	36,160	38,430
Professional Expenses	138,976	94,441
Corporation Tax	-	8,363
Depreciation	37,280	29,871
Loss on Sale of Investments	59	-
Bank Fees	2,401	1,056
Donation	5,000	-
	1,325,535	1,175,668
Excess of income over expenditure	345,067	-31,285

Notes to the Financial Statements

For the year ended 31st December 2022

Accounting Policies

Basis of Accounting

The financial statements have been prepared under the requirements of the Association Rules and Regulations. The Association has not historically adopted the 'Financial Reporting Standard 102' "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (FRS102) but has made an effort to align accounting policies during the current year.

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.

Investments

Investment property is recorded at valuation, based on valuation by Derrick Wade Waters (Chartered Surveyors & Property Consultants) dated 18th May 2023. Historically this has been recorded at cost. Other investments are recorded at market value. Historically these investments were recorded at cost.

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.

2022	2021
£0	£8,363

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.

Budget Variance

For the year ended 31st December 2022

	Actual 2022	Budget 2022	Variance 2022
Income			
4000 Advertising Income	217,010	181,200	35,810
4002 Commissions	157,157	175,000	-17,843
4003 Precept and Subscriptions	706,107	656,600	49,507
4004 Merchandise Sales Profit	-148	1,750	-1,898
4007 Investments and Interest	567,166	32,500	534,666
4001 Other Income	7,605	0	7,605
4010 Branch Charges	15,705	12,000	3,705
Total Income	1,670,602	1,059,050	611,552

	Actual 2022	Budget 2022	Variance 2022
Expenditures			
7000 Staff Costs	239,804	242,720	2,916
7100 General Office and Premises	81,617	59,190	-22,427
7200 Communications and Advertising	444,406	477,500	33,094
7300 IT and Website Costs	78,444	75,546	-2,898
7400 National Executive Committee Costs	92,937	95,200	2,263
7400 NARPO Training Courses	46,504	40,000	-6,504
7402 NARPO Conference	115,006	83,000	-32,006
7500 Legal and Professional fees	182,136	113,300	-68,836
7600 Bank Charges	2,401	3,040	639
8000 Depreciation Expense	37,280	40,000	2,720
8001 Corporation Tax	0	7,500	7,500
4001-3 Donations	5,000		-5,000
Total Expenditures	1,325,535	1,236,996	-88,539
Net Surplus/Deficit	345,067	-177,946	523,013

Proposed Budgets for 2023

	Actual 2022	Budget 2022	Published Budget 2023	Proposed Budget 2024
Income				
4000 Advertising Income	217,010	181,200	227,127	240,755
4002 Commissions	157,157	175,000	160,000	160,000
4003 Precept and Subscriptions	706,107	656,600	747,940	780,924
4004 Merchandise Sales Profit	-148	1,750	0	0
4007 Investments and Interest	567,166	32,500	65,000	80,000
4001 Other Income	7,605	0	5,000	7,500
4010 Branch Charges	15,705	12,000	15,000	15,000
Total Income	1,670,602	1,059,050	1,220,067	1,284,179
Expenditures				
7000 Staff Costs	239,804	242,720	354,112	375,359
7100 General Office and Premises	81,617	59,190	46,830	50,000
7200 Communications and Advertising	444,406	477,500	521,005	547,055
7300 IT and Website Costs	78,444	75,546	85,000	89,250
7400 National Executive Committee Costs	92,937	95,200	99,400	104,370
7400 NARPO Training Courses	46,504	40,000	36,376	38,195
7402 NARPO Conference	115,006	83,000	120,000	125,000
7500 Legal and Professional fees	182,136	113,300	152,561	100,000
7600 Bank Charges	2,401	3,040	1,883	1,978
8000 Depreciation Expense	37,280	40,000	30,000	30,000
8001 Corporation Tax	0	7,500	7,500	-
4001-3 Donations	5,000		25,000	
Total Expenditure	1,325,535	1,236,996	1,472,168	1,461,207
Net Surplus/Deficit	345,067	-177,946	-252,101	-177,028

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The insurance people who care

CSIS

Phone: 01622766960
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Robert Astick
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www.policecare.org.uk



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POLICE TREATMENT
CENTRES

The Police Treatment Centres

St Andrews, Harlow Moor Road,
Harrogate, HG2 0AD
Fundraising@thepolicecentres.org
www.thepolicecentres.org



Guide Dogs for the Blind

Association contact details
Volunteering Office
volunteer@guidedogs.org.uk
0345 143 0191.
www.guidedogs.org.uk/volunteer



St Andrews, Harlow Moor Road,
Harrogate, HG2 0AD
Fundraising@thepolicechildrenscharity.org
www.thepolicechildrenscharity.org



Police Mutual NARPO Car & Home Insurance

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