



**Northumbria  
Police Federation**

Your Federation  
Your Voice  
Your Future

Representing and Supporting YOU



**Northumbria Police Federation  
Annual Public Value Report 2015**

## Contents

	Page Number
Foreword	3
Core Purpose	4
Local Federation Structure	5
Federation Representatives	6 & 7
Federation Representation	8 & 9
Health and Safety	10
Health and Safety Team	11
Conduct and Performance	12
Professional Development	13
Equality and Workplace issues	14
Funding and Finances	15
Public Value	16
Events	17
Supporting Local causes	18
Member Benefits	19 & 20
Group Insurance Scheme	21 & 22
Northern Police Healthcare Scheme	23 & 24
Contact Us	25

## Foreword



2015 was a year of change for the Police Federation of England & Wales (PFEW). We saw the continuing implementation of the PFEW Independent Review, involving further changes to the structure, operating systems and decision making processes within the organisation.

As police officers, we continue to find ourselves, through no fault of our own, in an environment of sustained and unprecedented challenges and attacks on the reputation and standing of the service as a whole and of the Police Federation. For me, it is vital that we face these threats together, as a dignified and united body of professional, hard-working police officers and an effective Federation is central to achieving that.

As your representatives, we are committed to creating a local Police Federation which is relevant and strives to achieve ever more effective means of supporting you.

A handwritten signature in black ink, appearing to read 'Jim Gray', written in a cursive style.

**Jim Gray**  
Joint Branch Board Chairman

## Core Purpose

The Federation at all levels will:

Ensure its members are fully informed and there is the highest degree of transparency in decision making and use of resources.

Maintain exemplary standards of Conduct, Integrity and Professionalism.

Act in the interests of the members and the public, seeking to build public confidence in the Police Service accepting public accountability for its use of public money.

Work together within the Federation and in partnership with others in the policing world to achieve its goals.

## STRATEGIC DIRECTION

*“To create an organisation which is invaluable to the membership in terms of service and value”*

Northumbria Police Federation Joint Branch Board have adopted the following Strategic Objectives:

To Restructure The Organisation As A ‘Functional Organisation’.

To Focus Our Marketing On The Provision Of Unique Core Services.

To Adopt A Resource Based View, Identifying And Developing The Specialist Nature Of Our Federation Representatives.

## Local Federation Structure

### JIM GRAY



#### JBB CHAIRMAN

- National Representation
- Strategic Planning
- Health Management
- Equality Lead
- PR/ Media

### CHRIS GOURLEY



#### JBB SECRETARY

- National Representation
- Strategic Planning
- Health & Safety
- Data Protection
- Management of Reps

### ADRIAN SMILES



#### JBB VICE CHAIRMAN

- CAPLO  
(Conduct and Performance Lead)
- UPP
- PIM Lead
- Pension Board

### LISA MACKIE



#### JBB DEP SECRETARY/ TREASURER

- Finance
- Shift Patterns
- Professional Development
- College of Policing

#### CBB

Chairman – Kevin Cooper  
Secretary – David Woodward  
Vice Chairman – Ivan Hart  
Dep Sec- Sharron Phillips

#### EXECUTIVE BOARD

#### SBB

Chairman – Michael Kelliher  
Secretary – David Orr  
Vice Chairman – Vicky Quinn  
Dep Sec - Graeme Ward

#### IBB

Chairman – John MacPhail  
Secretary – Dave Simpson  
Vice Chairman - Vacant  
Dep Sec - Trevor Oakley

## Federation Representatives

CONSTABLE	SERGEANT	INSPECTOR
<b><u>NORTHERN AREA COMMAND</u></b>		
10 Ivan Hart North Shields Ext 63858 Mobile 07527 638740 <a href="mailto:ihart@npf.polfed.org">ihart@npf.polfed.org</a>	2093 Michael Kelliher <u>Ashington</u> 07950 644033 <a href="mailto:mkelliher@npf.polfed.org">mkelliher@npf.polfed.org</a>	7359 David Simpson Blyth Ext 63792 07736464077 <a href="mailto:dsimpson@npf.polfed.org">dsimpson@npf.polfed.org</a>
2785 Anthony Pattison Morpeth Ext 61148 07795 817387 <a href="mailto:apattison@npf.polfed.org">apattison@npf.polfed.org</a>	522 Tom Hibberd MEL Mobile 07817 390534 <a href="mailto:thibberd@npf.polfed.org">thibberd@npf.polfed.org</a>	7389 Trevor Oakley Bedlington Ext 63531 07901 512620 <a href="mailto:toakley@npf.polfed.org">toakley@npf.polfed.org</a>
3316 Steven Rylatt Bedlington Mobile 07738 661636 <a href="mailto:srylatt@npf.polfed.org">srylatt@npf.polfed.org</a>	1436 Guy Morgan North Shields Mobile 07736 193268 <a href="mailto:gmorgan@npf.polfed.org">gmorgan@npf.polfed.org</a>	7019 Ray Smith Killingworth Mobile 07795 207968 <a href="mailto:rsmith@npf.polfed.org">rsmith@npf.polfed.org</a>

## **CENTRAL AREA COMMAND**

PC 8978 Gavin Craig Gateshead Central Mobile: 07867 505156 <a href="mailto:gcraig@npf.polfed.org">gcraig@npf.polfed.org</a>	2770 David Orr <u>Etal Lane</u> 07886 797234 <a href="mailto:dorr@npf.polfed.org">dorr@npf.polfed.org</a>	7069 Paul Hamilton Gateshead Mobile:07825 262009 <a href="mailto:phamilton@npf.polfed.org">phamilton@npf.polfed.org</a>
2101 Al Gibson Newcastle East Mobile: 07506 692441 <a href="mailto:agibson@npf.polfed.org">agibson@npf.polfed.org</a>	3492 Mark Sutcliffe Market Street 07854 330128 <a href="mailto:msutcliffe@npf.polfed.org">msutcliffe@npf.polfed.org</a>	7636 John <u>MacPhail</u> Market Street 07531 454536 <a href="mailto:jmacphail@npf.polfed.org">jmacphail@npf.polfed.org</a>
8990 Nick Munnely Newcastle West 07554 450245 <a href="mailto:nmunnely@npf.polfed.org">nmunnely@npf.polfed.org</a>	2049 Tim Douglass <u>Etal Lane</u> Mobile 07736 463348 <a href="mailto:tdouglass@npf.polfed.org">tdouglass@npf.polfed.org</a>	7661 Ali Best <u>Etal Lane</u> Mobile 07795 507078 <a href="mailto:ali.best@npf.polfed.org">ali.best@npf.polfed.org</a>

## Federation Representatives (Continued)

### SOUTHERN AREA COMMAND

3266 Alan Bowden Farringdon Hall Ext 66129 Mobile 07773 017202 <a href="mailto:alan.bowden@npf.polfed.org">alan.bowden@npf.polfed.org</a>	2016 Andy Taylor Houghton Ext 66543 Mobile 07804 207969 <a href="mailto:ataylor@npf.polfed.org">ataylor@npf.polfed.org</a>	7688 Paul Young Washington Ext 66431 07708 944508 <a href="mailto:pyoung@npf.polfed.org">pyoung@npf.polfed.org</a>
2679 Sharron Phillips Gillbridge Avenue 07527 638631 <a href="mailto:sharron.phillips@npf.polfed.org">sharron.phillips@npf.polfed.org</a>	2221 Graeme Ward Southwick Ext 66332 07581 724735 <a href="mailto:gward@npf.polfed.org">gward@npf.polfed.org</a>	7300 Neal Craig Gillbridge Avenue 07944 593009 <a href="mailto:ncraig@npf.polfed.org">ncraig@npf.polfed.org</a>
1549 Gary Collinson Riverside Mobile 07809 449822 <a href="mailto:ihart@npf.polfed.org">ihart@npf.polfed.org</a>	262 Ian Drummond Force HQ Mobile 07450 854002 <a href="mailto:idrummond@npf.polfed.org">idrummond@npf.polfed.org</a>	Vacant

### OPERATIONS/SPECIALIST NON CRIME DEPARTMENTS

2553 Matt Locke Firearms support, <u>Follingsby</u> Park Mobile: 07973 787490 <a href="mailto:mlocke@npf.polfed.org">mlocke@npf.polfed.org</a>	1008 Robert Stowers Custody Forth Banks Mobile: 07552 254673 <a href="mailto:rstowers@npf.polfed.org">rstowers@npf.polfed.org</a>	7024 Neil Robson Firearms Training 07780 675100 <a href="mailto:nrobson@npf.polfed.org">nrobson@npf.polfed.org</a>
1203 David Woodward Northern Communications Mobile 07843 268699 <a href="mailto:dwoodward@npf.polfed.org">dwoodward@npf.polfed.org</a>	2226 Stephen Minnikin Motor Patrols South Houghton le Spring Mobile 07885 206755 <a href="mailto:sminnikin@npf.polfed.org">sminnikin@npf.polfed.org</a>	7396 Robert Rushbrooke Motor Patrols, <u>Etal</u> Lane Mobile 07901 720999 <a href="mailto:rrushbrooke@npf.polfed.org">rrushbrooke@npf.polfed.org</a>

### CRIME DEPARTMENT

1442 Kevin Cooper Force HQ Ext 49046 Mobile: 07833 400992 <a href="mailto:kcooper@npf.polfed.org">kcooper@npf.polfed.org</a>	1591 Neil Scanlan Special Branch Airport Mobile: 07973 787649 <a href="mailto:nscanlan@npf.polfed.org">nscanlan@npf.polfed.org</a>	7557 Steve Wouldhave Major Crime <u>Byker</u> Ext 62820 07824 600111 <a href="mailto:swouldhave@npf.polfed.org">swouldhave@npf.polfed.org</a>
------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------

### RESERVED SEATS (POLICEWOMEN)

8533 Leesa Dowell <u>Farrindon</u> Hall, Sunderland Mobile: 07969 960749 <a href="mailto:ldowell@npf.polfed.org">ldowell@npf.polfed.org</a>	8671 Vicky Quinn <u>Resorative</u> Justice, Newcastle 07792 957382 <a href="mailto:vquinn@npf.polfed.org">vquinn@npf.polfed.org</a>	7762 Fiona Snowball Washington Mobile: 07534 995547 <a href="mailto:fsnowball@npf.polfed.org">fsnowball@npf.polfed.org</a>
------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------

## Core Federation Services

**DWP**

**CICA**

**UPP**

**MEDICAL  
RETIREMENTS**

**LEGAL**

**MISCONDUCT**

**UAP**

**EQUALITY**

**HEALTH &  
SAFETY**

The Joint Branch Board also provides advice and assistance in relation to a wide variety of legal matters including; Criminal injuries and Civil Claims, Health and Safety Breaches, Injury on Duty and Police Pension Awards and Department of Work and Pensions, Injury Awards.

A number of specifically trained representatives are available to assist with these matters and you should contact the Federation Office in the first instance.



## Representation

There are several reasons an officer will contact the Police Federation, the main reason being Misconduct when a Regulation 15 Notice is served. Conduct and Performance is overseen by the Vice Chairman and Conduct and Performance Lead.

Once it is known that a Regulation 15 Notice is to be served, contact the Police Federation Office. They will appoint a Discipline Friend who may attend with you.

In any case when the Notice is served you should accept a copy, sign the original and most importantly say NOTHING. Then either e mail or fax a copy of the full notice to the Federation Office. The allegation will be set out on the Notice.

Should the allegation be Misconduct, only the appointed friend will advise and assist.

Should there be a Criminal or Gross Misconduct element alleged, then the Officer will be sent a C2 Legal Assistance form to complete and return to the Federation Office, when a solicitor may be appointed to assist and advise.

**DO NOT DISCUSS THE ALLEGATION WITH ANYONE EXCEPT THE APPOINTED FEDERATION FRIEND AND/OR LEGAL REPRESENTATIVE.**

*"I was issued with papers which was downgraded to misconduct. I was very worried as I had never been served with papers before but the Fed fully explained the full process and what actions I needed to take."  
Southern PC*

## Health and Safety



**Northumbria Police Federation Joint Branch Board take your Health, Safety and Welfare as one of our core duties.**

**We have 28 Workplace Safety Representatives in place throughout all Departments and Commands. These Representatives are trained in Occupational Health and Safety and are accredited by the Institute of Safety and Health (IOSH).**

**Their role includes carrying out regular inspections of the workplace and reporting issues to the force, making representations on your behalf, attending Health and Safety meetings and solving local problems as they arise.**

**They can be located via the RMS view system or by contacting either the Federation Office or your local Federation Representative in the first instance.**

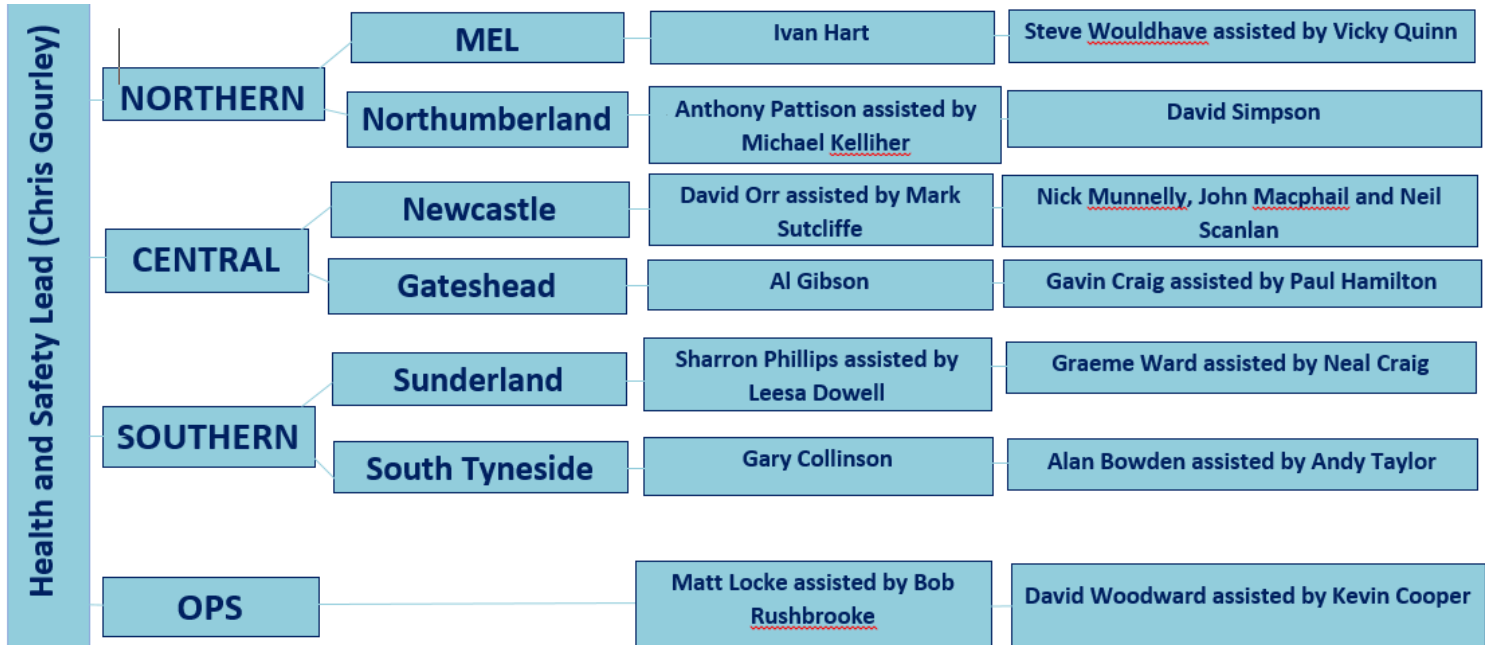
**These Safety Reps are supported by a Health and Safety Team, a number of more experienced people who are trained to a higher level and the also Federation Health and Safety Portfolio Lead. These practitioners will be able to assist and escalate more serious matters.**

**Numerous, widely varied examples of Federation involvement have come to light over the past twelve months and are ongoing including; Cannabis Farm Procedure and Personal Protective Equipment for Firearms Officers. We also have representation at all force level Health and Safety meetings and are involved in the planning consultation processes for all major events, ensuring that welfare is considered as a priority**

**Chris Gourley  
JBB Secretary/Health and Safety Lead**

*"I appreciate all the hard work that you have done for me and have realised what an important role the Federation played."  
Traffic South PC*

## Health and Safety Team



## Conduct and Performance



I am the Vice Chairman of Northumbria Police Federation as well as being the Conduct and Performance Liaison Officer (CAPLO). Many of you will have worked with me over the past 25 years in Area Command and Specialist Departments and I look forward to representing your interests in the future.

My role includes managing and facilitating continuation training for work-place discipline representatives; overseeing the allocation of discipline cases and undertaking representation of officers in complex or sensitive areas. In addition I am the conduit between the force and the Federation surrounding discipline matters and attend a regular meeting with the Deputy Chief Constable (DCC), Professional Standards Department (PSD) and the head of Human Resources (HR).

One of the main areas of work for local Federations is representing officers who have criminal or misconduct allegations made against them. The bulk of the work is undertaken by local workplace representatives who advise, guide and represent you should the need arise. All are volunteers who work in your interest.

We have seen a decrease in the number of recorded complaints against police officers in the last 12 months. Along with your hard work, much of this decrease is due to the triage system introduced by the Police and Crime Commissioner (PCC) and supported by the Chief Officer Team and the Federation whereby low-level complaints are dealt with quickly and fairly by trained staff.

Many of you will never have heard of PIP. It is instigated by the force when a death or serious incident occurs such as a death in custody, discharge of a police firearm or police involved RTC resulting in death or serious injury. The list is not exhaustive and due to the serious nature of the allegations we have recently implemented an on-call rota for Federation PIP representatives who are fully trained volunteers who will support you through the process. Northumbria Police Federation are to hold a PIP roadshow for Federation members in early 2016 to de-mystify the process and explain how your Federation works for you.

**Adrian Smiles**

**JBB Vice Chairman/CAPLO**

## Professional Development



The College of Policing is now the 'driver' for all things professional development and indeed it describes itself as the professional body for policing.

The college has a mandate to set standards in professional development, including codes of practice and regulations to ensure consistency across 43 forces. The college also has a remit to set standards for training, development, skills and qualifications.

Northumbria Police Federation continues to be involved in meetings and seminars both nationally and locally in order to shape this area of business.

Northumbria Police has embarked on a series of promotion opportunities for all Federated ranks and our Representative has been involved in shaping the local Police Promotion Framework which will support this process.

Northumbria police currently has one Officer on 'Fast Track' and has also agreed to be part of the pilot scheme for Direct Entry for potentially 2 Inspectors. In light of this a Northumbria Federation Representative will be taking part in a College of Policing workshop designed to support any successful candidates.

Northumbria Police is now part of the National working party into the Leadership Review, this is a relatively new area of business. Our excellent working relationships with the organisation will hopefully allow us to help shape any future changes.

One for the future is the Colleges desire that all new Police Officers will need to have a degree in order to join the service. It is unclear at this stage what the time line is for this to occur.

Rest assured the local Federation will be consulted as and when any changes occur.

**Lisa Mackie**  
**JBB Deputy Secretary/ Treasurer/**  
**Professional Development Lead**

*'I am grateful for the support my Fed Rep gave me both in imparting their knowledge and offering emotional support. I see them as a true professional and a credit to the role.'*

*Southern PC*

## Equality and Workplace Issues



The main focus of 2015 related to the change in regulations in respect of 'Limited Duties'.

Regulations in relation to 'Limited Duties' came into effect from 1 May 2015 which included sub categories as follows:

- Recuperative duties
- Adjusted duties
- Management Restricted duties

The Home Office published supporting guidance which provides definitions for each of these and also identifies how individuals falling into them should be supported and managed. [This guidance can be accessed by clicking here.](#)

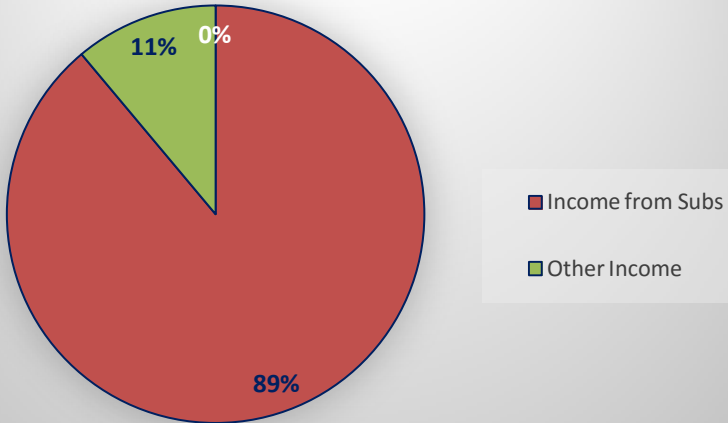
The Force's Human Resources Department has identified roles which could sit within those sub-categories. Work is ongoing, in consultation with the Police Federation, to match individual officers, who fall under the scope of 'Limited Duties', to roles and specific posts. We are currently heartened by the positive and supportive approach adopted by the Force in relation to this challenging issue.

There is no doubt that the introduction of 'Limited Duties' will have an impact upon a significant number of our members. The National Federation has delivered training seminars which have now been rolled out to Northumbria Police Federation Representatives to enable them to answer officers' queries in relation to this issue.

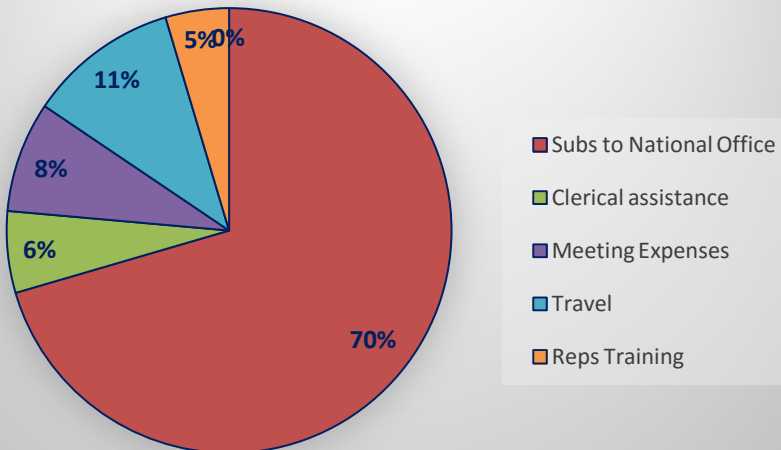
**Jim Gray**  
IRR Chairman/Equality Lead

## Summary of Financial Accounts

### Income



### Expenditure



## Public Value

The Federation now has a responsibility to ensure the work we undertake has a value to the public. This has been created in legislation and is reflected in our Core Purpose (Page 4).

The overarching role of the Federation since its creation in 1919 to assist the Force in matters of welfare and efficiency informs this new requirement.

All the work undertaken by your local Federation representatives is designed to support you the membership in terms of your welfare at work, and this is viewed as contributing to the public value.

An efficient, supported, healthy and motivated workforce is beneficial to the wider community you serve.

To ensure we support our members effectively, the Federation maintains a fully staffed administration office as follows:

NAME	ROLE	EXTENSION
PAULINE CHAPMAN	Healthcare Scheme Administrator	63491
ROSIE PATTISON	Group Insurance Scheme Administrator	63492
LEE CLEMENTS	Health Management Administrator	63493
ALAN HARDING	File Registry Administrator	63494
AVRIL REILLY	Joint Branch Board Administrator	63495

During 2015/16, Northumbria Police Federation:

- Dealt with some **13,000** telephone calls and more than **15,000** emails\*
- Attracted an average of **85,000** hits a month on our website – [www.norpolfed.org.uk](http://www.norpolfed.org.uk)
- Held **9** Family Law Surgeries supporting over **50** members
- Arranged **7** Pre Retirement Courses assisting over **140** members

We currently have:



Followers - 2300



Friends - 956

*\*Figures based on a random 3 months sample taken during 2015.*



## Events

During 2015 Northumbria Police Federation attended the following National events to represent our members:

### MEMORIAL DAY

National Police Memorial Day is an annual event to honour police officers killed in the line of duty. The Memorial Service in 2015 took place in Edinburgh on Sunday 27 September.



### ANNUAL CONFERENCE

Each year the Police Federation holds its Annual Conference in May, a pivotal event in the policing calendar where representatives from the 43 forces throughout England and Wales, as well as from Scotland, Northern Ireland and overseas, come together to share good practice and debate issues affecting policing.



### POLICE BRAVERY AWARDS

The Police Bravery Awards are presented annually to honour police officers who have performed outstanding acts of bravery while on or off duty. Nominated officers attend a reception at Downing Street and an evening awards ceremony. In 2015, Northumbria's PC Bob Ford (pictured) won a Regional Award.



## Supporting Worthy Causes

Northumbria Police Federation's benevolent remit also supports the public value of the organisation.

Via our Executive Board monthly meetings, we consider requests for small donations from local community groups and organisations to assist with the purchase of equipment or excursion expenses. We also make donations to Memorial Funds set up in respect of fallen officers throughout the country on behalf of our members.

During 2015, we awarded a total of **£3,400** to such causes.

**JAN 2015**  
PC NEIL DOYLE  
MEMORIAL FUND  
**£1000**

**FEB 2015**  
HOLY ISLAND  
DISADVANTAGED  
CHILDREN  
**£200**

**MAY 2015**  
PC RUSS WYLIE  
MEMORIAL FUND  
**£1000**

**SEPTEMBER 2015**  
BLYTH TOWN BARCA  
FOOTBALL CLUB  
**£200**

**DECEMBER 2015**  
PC DAVE PHILLIPS  
MEMORIAL FUND  
**£1000**

## Member Benefits

### FEDERATION LODGE



MONTH	DATE	STAY	PRICE	DEPOSIT
APRIL	2		535	107
APRIL	9,16,23,30		600	120
MAY	7,14		605	121
MAY	21,28		700	140
JUNE	4,11,18,25		665	133
JULY	2,9		700	140
JULY	16,23,30		810	162
AUGUST	6,13,20,27		810	162
SEPT	3,10,17		685	137
SEPT	24		465	93
OCT	1,8,15		475	95
OCT	22		610	102
OCT	29		475	95
NOV	5,12,19,26		475	95
DEC	3,10		475	95
DEC	18	5 Nights	475	95
DEC	23	5 Nights	510	102
DEC	28	5 Nights	510	102

Northumbria Police Federation have exclusive use of a Holiday Lodge at White Cross Bay in Windermere, which we are offering at a 25% discount off the published prices in the White Cross Bay brochure. Prices above include this discount.

The site is located on the banks of the lovely Lake Windermere, and boasts a Gym, Heated Indoor Pool, Sauna, Family Lounge Bar (with weekend entertainment), Takeaway, Tennis Court and Boat Launching facilities. [Click here for more details.](#)

If you have any enquiries about the Lodge, please contact Lee Clements on 01661 863496 Email: [lclements@npf.polfed.org](mailto:lclements@npf.polfed.org)

## Member Benefits (Continued)

We are pleased to continue to offer the following additional services to our Members:

### MORTGAGE ADVICE SURGERIES

Facilitated by Police Mutual and held throughout the year at the Federation Office. All sessions are entirely free of charge to *subscribing* Federation members. Please either call the Police Mutual mortgage clinic on 0800 652 8984 or [Click here to arrange your mortgage appointment now.](#)

### MATRIMONIAL/FAMILY LAW SURGERIES

Held at the Federation Office on a regular basis, usually monthly. Details of all surgeries are pre circulated by Force email broadcast.

### PRE RETIREMENT COURSES

Administered by Steve Carss of Oakhill Partnership and held monthly at the Badger in Ponteland for all officers within 18 months of retirement. Application by email to Police Federation Mailbox in the first instance.

### DISCOUNTED CAR AND HOME INSURANCE DEALS

Offered by Police Mutual and Police Insure

### MOBILE PHONE OFFERS

Special deals on all mobile phones from Voice Mobile.

*"The Pre-Retirement Course was well presented, relevant and thoroughly interesting"*  
Southern DC

### FREE WILL MAKING SERVICE

Offered by Slater & Gordon. Please email the Police Federation Mailbox for full details including promotional code.

Full details of all our offers can be found on our website [www.norpolfed.org.uk](http://www.norpolfed.org.uk).

**Coming soon - Financial Planning Surgeries – details to be circulated**

GRATEFUL THANKS TO OUR SPONSORS FOR 2015 AS FOLLOWS:



## Group Insurance Scheme

PERSONAL  
ACCIDENT  
INSURANCE

SICK PAY  
INSURANCE

GROUP LIFE  
ASSURANCE

WORLDWIDE  
TRAVEL

LEGAL  
EXPENSES

MOTOR  
BREAKDOWN

## BENEFITS

- |                                             |              |
|---------------------------------------------|--------------|
| • Serving Officer Life Assurance            | £120,000     |
| • Spouse Of Serving Officer                 | £60,000      |
| • Travel Insurance                          | WORLDWIDE    |
| • Permanent Total Disablement               | £60,000      |
| • Temporary Total Disablement               | £28 per week |
| • Sick Pay Insurance                        | £75 per week |
| • Emergency medical expenses (travel) up to | £10,000,000  |

In 2015, Northumbria Police Federation added Breakdown Cover to the Group Insurance Scheme; this covers a member who is in any vehicle and includes Home Start. This benefit was added *free of charge*.

For more information [click here](#).

## Group Insurance Scheme (Continued)

### CLAIMS SUMMARY

From April 2011 to December 2015 we had the following claims:

- Life - **£1.8M**
- Personal Accident - **£62K**
- Sick Pay - **£60K**
- Travel – **£528K**
- Legal Expenses - **£124K** (Paid / Recovered / Reserved)
- Motor Breakdown – **58** callouts in first period of cover

### SUBSCRIPTION CHARGES:

Serving Officer - **£17.35**  
 Spouse of Serving Officer - **£4.50**



*"I had a good, enthusiastic Fed Rep who was in regular contact with me offering great help and advice."*

Operations PC

For more information please contact:

Rosie Pattison, Northumbria Police Federation,  
 11-14 Apex Business Village, Annitsford, Cramlington, Northumberland  
 NE23 7BF Tel. 01661 863492 Fax. 0191 250 2961

## Northern Police Healthcare Scheme



### BENEFITS

- Hospital Charges
- Specialist Fees
- X Rays, Scans etc.
- Physiotherapy/ Osteopathy, Acupuncture & Chiropractic Treatment
- Cash benefit for NHS treatment
- Local private Hospitals/providers

### CLAIMS SUMMARY

**£778,020.00** – Total expenditure for Consultations, Tests and Procedures in 2015

**£3,240** – Total NHS Cash back benefits paid out to Members during 2015

**411** Members medically assisted in 2015

For more information [click here](#).

*“Overall I had an extremely positive experience with the healthcare scheme and have no doubt that it ensured I retained my job.”*  
Northern PC

## Northern Police Healthcare Scheme (Continued)

### SUBSCRIPTION CHARGES

	Four weekly Subscriptions		Retired Monthly	
	Under 40 yrs of age	40+ yrs of age	Under 65 yrs of age	65-70 yrs of age
<b>SINGLE</b>	<b>£29.00</b>	<b>£34.00</b>	<b>£46.00</b>	<b>£58.00</b>
<b>MEMBER &amp; SPOUSE/PARTNER</b>	<b>£58.00</b>	<b>£67.00</b>	<b>£92.00</b>	<b>£115.50</b>
<b>FAMILY</b>	<b>£71.00</b>	<b>£80.00</b>	<b>£110.50</b>	<b>£143.00</b>
<b>MEMBER &amp; CHILDREN</b>	<b>£42.00</b>	<b>£47.00</b>	<b>£66.00</b>	<b>£85.50</b>

**Probationers** – Membership is **FREE** for the first 6 months of probation on completion of a Membership Application Form. Half rate subscriptions at the commencement of second 6 months. For more information [click here](#).

For more information please contact:

Pauline Chapman, Administrator, Northumbria Police Federation,  
11-14 Apex Business Village, Annitsford, Cramlington, Northumberland NE23 7BF

Tel. 01661 863491

Fax. 0191 250 2961

Email: [Healthcare@npf.polfed.org](mailto:Healthcare@npf.polfed.org)



## Contact Us



Visit us at **11-14 Apex Business Village, Annitsford,  
Cramlington, Northumberland NE23 7BF**



Telephone: **01661 863490**

Fax: **0191 250 2961**



Email: [info@norpolfed.org.uk](mailto:info@norpolfed.org.uk)

Website: [www.norpolfed.org.uk](http://www.norpolfed.org.uk)

Facebook: [Northumbria Police Federation](https://www.facebook.com/NorthumbriaPoliceFederation)



Twitter: [@NorthumbriaFed](https://twitter.com/NorthumbriaFed)

