



# DECEMBER NEWSLETTER

*On behalf of everyone at Northumbria Police Federation, may I take this opportunity to wish you and your families all a very Merry Christmas and all the best for 2020.*

## PFEW Pay & Morale Survey 2019 Results

38% of Northumbria officers completed this year's PFEW Pay & Morale Survey which was launched in June 2019. As you are aware, responses from this Survey form the basis of the Police Federation's formal submission to the Police Remuneration Review Body (PRRB - the body which determines the recommendations to Government regarding Pay and Conditions of Service). Our thanks to everyone who took the time to respond.

[Click here to read Northumbria's 2019 Pay & Morale Survey Results](#)

## Injury on Duty Reporting

Just a reminder that, so we can continue to provide the *best possible* service to officers who are injured/assaulted on duty, it is imperative that supervisors complete an Accident Report via the Force system at their earliest possible convenience. This then allows us to contact the respective officers promptly, highlighting the various support options available to them.

Depending on the nature of their injury and which schemes an officer is subscribing to, options can include submitting a **Group Accident claim**, completing a **Civil or Criminal Injuries Compensation claim**, making an application to attend **The Police Treatment Centres**, reclaiming associated Prescription costs/medical expenses from the Force, etc.

The prompt submission of Accident Reports also alerts us to any welfare issues which could potentially arise as a result of an incident/injury, so we can offer ongoing advice and support in relation to any health management issues.

## Forthcoming Surgeries

Your Federation continues to facilitate a variety of surgeries every month for the benefit of **both** Police Officers **and** Police Staff. These include **Mortgages, Wills, Pre-Retirement Financial Planning, Family Law as well as general Financial Advice**. All initial one hour sessions are *free of charge*. [Click here for details of forthcoming surgeries, including how to book.](#)

## Pre-Retirement Courses and Seminars

**Two Day Pre Retirement Courses** delivered by Carss Financial Partners continue to be held at the [Beefeater Moor Farm, Annitsford](#). The following dates are now booked for Pre Retirement Courses in early 2020:

**Thursday/Friday 30/31 January**

**Thursday/Friday 26/27 March**

These Courses are *completely free of charge to our members* and cover such useful subjects as **Financial and Estate planning, Recruitment and CV preparation, as well as Mortgage/Property issues**. Duty time is afforded for all attendees and food and refreshments are provided.

If you are a *subscribing* Federation member within 18 months of retirement and would like to attend a Pre-Retirement Course, please email [info@norpolfed.org.uk](mailto:info@norpolfed.org.uk) to register your interest in the first instance, stating your proposed retirement date.

In addition, our members can also access *free* **Pre Retirement Financial Advice Seminars**, which are

delivered by [Police Money Matters](#) who have an excellent reputation within the Police Family throughout the UK. **Please note these Seminars are IN ADDITION to our 2 Day Pre-Retirement Courses held at the Beefeater in Annitsford.**

One of the aims of these Seminars is to ease officers into retirement by enabling them to effectively go from a full salary to a pension income without a change of lifestyle, from the point of retirement right up to state pension and beyond. [Click here for more information](#)

The following are 2020 dates for [Police Money Matters](#) Seminars. (*Buffet lunch is provided*).

Wednesday 22 Jan	<b>9.30 am – 12.30 pm</b>	<a href="#">Heworth Golf Club, Heworth, Gateshead</a>
Wednesday 4 March	<b>9.30 am – 12.30 pm</b>	<a href="#">The Badger, Ponteland</a>
Wednesday 3 June	<b>9.30 am – 12.30 pm</b>	<a href="#">Heworth Golf Club, Heworth, Gateshead</a>
Wednesday 23 Sept	<b>9.30 am – 12.30 pm</b>	<a href="#">The Badger, Ponteland</a>
Wednesday 4 Nov	<b>9.30 am – 12.30 pm</b>	<a href="#">Heworth Golf Club, Heworth, Gateshead</a>
Wednesday 2 Dec	<b>9.30 am – 12.30 pm</b>	<a href="#">The Badger, Ponteland</a>

Please email [info@norpolfed.org.uk](mailto:info@norpolfed.org.uk) to book a place on one of these popular events.

## **OUR HOLIDAY HOMES**

As you know, we now own and manage four Holiday Homes, two for the benefit of our [Group Insurance Scheme Members](#) and two for the benefit of our [Healthcare Scheme Members](#). The purpose of these Holiday Homes is to offer high quality, affordable breaks to members of these schemes.

### **Holiday Lodge Windermere**

Selected dates are still available for late 2020 at our [Holiday Lodge in Windermere](#), at specially reduced prices for members of our [Group Insurance Scheme](#). [Click here for 2020 prices](#). [Click here to check availability and to submit a booking enquiry](#).

### **The Old Byre, Wandylaw, Northumberland**

[The Old Byre](#) (sleeps 5) is a three bedroomed stone-built barn conversion located less than half a mile from the A1, is within easy reach of Alnwick, Berwick and Edinburgh. It is available for hire at discounted prices by members of our [Group Insurance Scheme](#). [Click here for full details, prices and to access the online booking calendar for 2020 dates](#).

### **The Stables and Wandylaw Cottage**

Members of our [Healthcare Scheme](#) can book a break in one of our two luxury barn conversions in Wandylaw, Near Chathill, Northumberland at *very competitive prices*. [Click here for full details, prices and to access the online booking calendar for 2020 dates \(including some late availability for 2019!\)](#)

## **Know Your Rights**

Not all officers are aware of their basic entitlements under [Police Regulations](#) and we are keen to spread awareness of these and the support available to our members. [Click here to read a Quick Reference Guide re your main Terms and Conditions](#). If you have any specific queries, please contact your local Federation Representative(s).

**Jim Gray**  
Chairman

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