

**Northumbria Police Federation**  
**Annual Public Value Report 2020**



## Contents

	Page Number
<b>Foreword</b>	<b>3</b>
<b>Local Federation Structure</b>	<b>4</b>
<b>Federation Representatives</b>	<b>5</b>
<b>Health and Safety</b>	<b>6</b>
<b>Conduct and Performance</b>	<b>7</b>
<b>Professional Development</b>	<b>8</b>
<b>Equality and Workplace issues</b>	<b>9</b>
<b>Funding and Finances</b>	<b>10</b>
<b>Public Value</b>	<b>11</b>
<b>Member Benefits</b>	<b>12</b>
<b>Group Insurance Scheme</b>	<b>13</b>
<b>Northern Police Healthcare Scheme</b>	<b>14</b>
<b>Holiday Homes</b>	<b>15</b>
<b>Contact Us</b>	<b>16</b>

## Foreword

As we look back over 2020, it is hard to recall a more challenging time, both for us as Police Officers and for those we serve.

The past year has seen British Police Officers come under appalling physical attacks, some sustaining terrible injuries, and one, Sergeant Matt Ratana of the Metropolitan Police, being shot and killed on duty. He now takes his place in the long line of Police Officers who have paid the ultimate sacrifice in service of the public.

We have also seen British Police Officers come under ideological attack. To place the real and / or perceived ills of other societies at the feet of the British Police Officers is simply unjust.

We have repeatedly seen Northumbrian Police Officers put themselves in harm's way to keep the Queen's peace, to support the vulnerable, to prevent and detect crime, and to protect others, and putting themselves in harm's way to protect ALL members of the public.

Add to all of that, we have had, and continue to have, the Covid-19 pandemic to 'police'; British Police Officers have been charged with the unenviable task of dealing with an extremely wide range of public response to the situation, as well as having to appropriately enforce related complex, sometimes confusing, legislation. Not to mention the fact that Police Officers must put themselves, and their families, at increased risk of contracting the virus simply by virtue of fulfilling a role in society, which demands face to face interaction, whether that be with amiable and decent law-abiding members of the public or with those hell-bent on criminality and confrontation, some of whom 'weaponise' the virus against officers through spitting and coughing.

The fact that you, Northumbrian Police Officers, just like our colleagues from across the country, have and continue to deal with all of those things is a testament to your outstanding character, your commitment to public duty and service, and to your professionalism and bravery.

My Northumbria Police Federation colleagues and I are genuinely privileged to represent you and we are absolutely committed to continuing to seek further ways to build a local police federation service befitting of you, which provides you with both the very best core services and the very best, most relevant, additional services and support.

Stay safe.

Jim Gray  
Branch Council Chairman

## Local Federation Structure

**Introducing your full-time Officers**  
**Based at the Federation Office**  
**11-14 Apex Business Village, Annitsford, Cramlington NE23 7BF**  
**Tel: 0191 437 3000, Email: [info@norpolfed.org.uk](mailto:info@norpolfed.org.uk)**



**Jim Gray**  
**Chairman**



**David Orr**  
**Secretary**



**Michael Kelliher**  
**Vice Chairman**



**Anthony Pattison**  
**Equality & Health**  
**Management Lead**



**Gary Collinson**  
**Deputy**  
**Secretary/Treasurer**

## Local Federation Reps

### Northern Area Command

- PC Adele Armstrong - [adele.armstrong@polfed.org](mailto:adele.armstrong@polfed.org)
- PC James Younas - [james.younas@polfed.org](mailto:james.younas@polfed.org)
- Sgt Peter McCall - [peter.mcall@polfed.org](mailto:peter.mcall@polfed.org)
- Insp David Simpson – [dsimpson@npf.polfed.org](mailto:dsimpson@npf.polfed.org)
- Insp Trevor Oakley – [toakley@npf.polfed.org](mailto:toakley@npf.polfed.org)

### Central Area Command

- PC Karen Harden – [karen.harden@polfed.org](mailto:karen.harden@polfed.org)
- PC Tony Moody – [tmoody@npf.polfed.org](mailto:tmoody@npf.polfed.org)
- PC Gary Sharpe – [gary.sharpe@polfed.org](mailto:gary.sharpe@polfed.org)
- Sgt Neil Gray – [ngray@npf.polfed.org](mailto:ngray@npf.polfed.org)
- Insp Ian Graham – [igraham@npf.polfed.org](mailto:igraham@npf.polfed.org)
- Insp Harninder Bola – [hbola@npf.polfed.org](mailto:hbola@npf.polfed.org)

### Southern Area Command

- PC Gav Craig – [gccraig@npf.polfed.org](mailto:gccraig@npf.polfed.org)
- PC Neil Watkin – [nwatkin@npf.polfed.org](mailto:nwatkin@npf.polfed.org)
- Sgt Neil Suthern – [nsuthern@npf.polfed.org](mailto:nsuthern@npf.polfed.org)
- Sgt Wayne Wright – [wayne.wright@polfed.org](mailto:wayne.wright@polfed.org)
- Insp Neal Craig – [ncraig@npf.polfed.org](mailto:ncraig@npf.polfed.org)
- Insp Craig Briggs – [cbriggs@npf.polfed.org](mailto:cbriggs@npf.polfed.org)

### Operations/Specialist Non Crime Departments

- PC Andy Smith – [asmith@npf.polfed.org](mailto:asmith@npf.polfed.org)
- Insp Dean Hood – [dean.hood@polfed.org](mailto:dean.hood@polfed.org)

### Crime Department

- PC Nick Heywood - [nick.heywood@polfed.org](mailto:nick.heywood@polfed.org)
- PC Lee Robertson – [lee.robertson@polfed.org](mailto:lee.robertson@polfed.org)
- Sgt Judith Boldon – [jbaldon@npf.polfed.org](mailto:jbaldon@npf.polfed.org)
- Insp John Connolly – [jconnolly@npf.polfed.org](mailto:jconnolly@npf.polfed.org)

### List Seats

- PC Keith Smith – [ksmith@npf.polfed.org](mailto:ksmith@npf.polfed.org)
- PC David Taylor – [dtaylor@npf.polfed.org](mailto:dtaylor@npf.polfed.org)
- PC Nicola Henderson – [nicola.henderson@polfed.org](mailto:nicola.henderson@polfed.org)
- PC Laura Anderson – [laura.anderson@polfed.org](mailto:laura.anderson@polfed.org)
- Sgt Rob Stowers – [rstowers@npf.polfed.org](mailto:rstowers@npf.polfed.org)
- Sgt Sharron Phillips – [sharron.phillips@npf.polfed.org](mailto:sharron.phillips@npf.polfed.org)
- Sgt Ian Drummond – [idrummond@npf.polfed.org](mailto:idrummond@npf.polfed.org)
- Insp Laura Douglas – [laura.douglas@polfed.org](mailto:laura.douglas@polfed.org)
- Insp Scott Berry – [s.berry@npf.polfed.org](mailto:s.berry@npf.polfed.org)

### Branch Board Members 2020

Gary Collinson	Vanessa Cook
Jim Gray	Karen Harden
Ivan Hart	Michael Kelliher
Nick Munnely	Trevor Oakley
David Orr	Anthony Pattison
Sharron Phillips	David Simpson

## **Health and Safety**

Northumbria Police Federation Branch Council take your Health, Safety and Welfare as one of our core duties. It was vitally important during 2020 that our focus was on the health and welfare of ourselves and our colleagues. The COVID pandemic drew into sharp focus what our role in health and safety really meant. We have worked closely with the organisation and management to ensure everything that could be done was being done for our members. Especially in regards PPE and testing.

We have 9 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 including a serious incident at Houghton le Spring Police station. 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. Sharron Phillips is the deputy Health and Safety lead for Northumbria Police Federation and she has taken on a far greater level of work and responsibility carrying out many of the duties which help keep us all safe in the workplace.

It has been the most challenging year. We look forward to 2021 with great optimism and we hope that everyone remains safe and unharmed over the coming months.

**David Orr**  
**Branch Council Secretary &**  
**Health and Safety Lead**

## 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 years in Area Command at Northern and Central.

My role includes managing and facilitating continuation training for workplace discipline representatives; overseeing the allocation of discipline cases and undertaking representation of officers in complex or sensitive cases. In addition, I am the conduit between the Force and the Federation surrounding discipline matters and attend regular meetings with the Senior Officer Team, 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.

In 2020, Northumbria Police Federation were made aware of, and assisted in, a total of 437 complaints, ranging from Criminal, Gross Misconduct, Misconduct and complaints outside of regulations. The new regulations which came in to effect from February 2020 have seen a decrease in the number of Gross Misconduct cases. The new regulations have also brought 'Practice requires improvement' which is about learning/development, not punishment. Alongside the new regulations, much of this decrease in Gross Misconduct cases 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 and PSD taking a balanced approach on misconduct / performance.

We have had a large increase in student officers joining Northumbria Police in 2020, this has led to more Regulation 13 - Discharge of student officer procedures taken place.

The Conduct and Performance world works closely with Health Management, the introduction of the counselling service to the Group Insurance Scheme has been hugely beneficial to officers and adds to the support that we can offer officers who are dealing with discipline or Health Management matters.

Many of you will now 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 maintain an on-call rota for Federation PIP representatives who are fully trained volunteers who will support you through the process.

Michael Kelliher

**Branch Council Vice Chairman/CAPLO**



## **Professional Development**

In 2020 the following number of officers joined the force through the numerous entry routes that there now are:

**PCDA – 332**

**IPLDP – 51**

**Police Now – 30**

With the increase in Police Recruits, this brings other issues for both the Force and Federation. The increased issues are as follows:

- Lack of Tutors within the Force
- An increase in the Regulation 13 procedure
- Lack of Trainers and Training facilities
- An increase in inexperienced frontline officers

With all of the issues caused by Covid-19, 2020 has been an extremely difficult time for all.

### **Federation Training**

The Covid-19 pandemic meant that for the majority of 2020, all face-to-face training at the National Police Federation of England and Wales was cancelled. There has been an increase in online training however not all training and modules can be completed virtually. Due to the increase in online training, extra IT equipment has been purchased for Northumbria representatives.

Hopefully in 2021 there will be an opportunity for future internal training in regards to Mental Health First Aid, Discipline and equality.

**Gary Collinson**  
**Branch Council Deputy Secretary/ Treasurer**  
**Professional Development Lead**

## **Equality and Workplace Issues**

**2020** Is the first full year in which I've had the privilege to have taken on the Equality and Health Management Lead role,

This has been a challenging year for health management. Covid issues have been at the forefront of my support role to members either supporting a return to frontline duty or assisting vulnerable officers in negotiating working conditions.

This year has also seen the unbridled success of our Physio and counselling service. Both services are receiving fantastic feedback from members and the force who are very grateful and conscious of the difference being made to the health of members and the associated effect of increased attendance and more meaningful and coordinated return to the workplace.

I am continuing to have an oversight of all complex cases and I'm pleased to say that the number of members being considered for pay reduction at the force HMG meetings has reduced substantially and is now more often than not in low single figures.

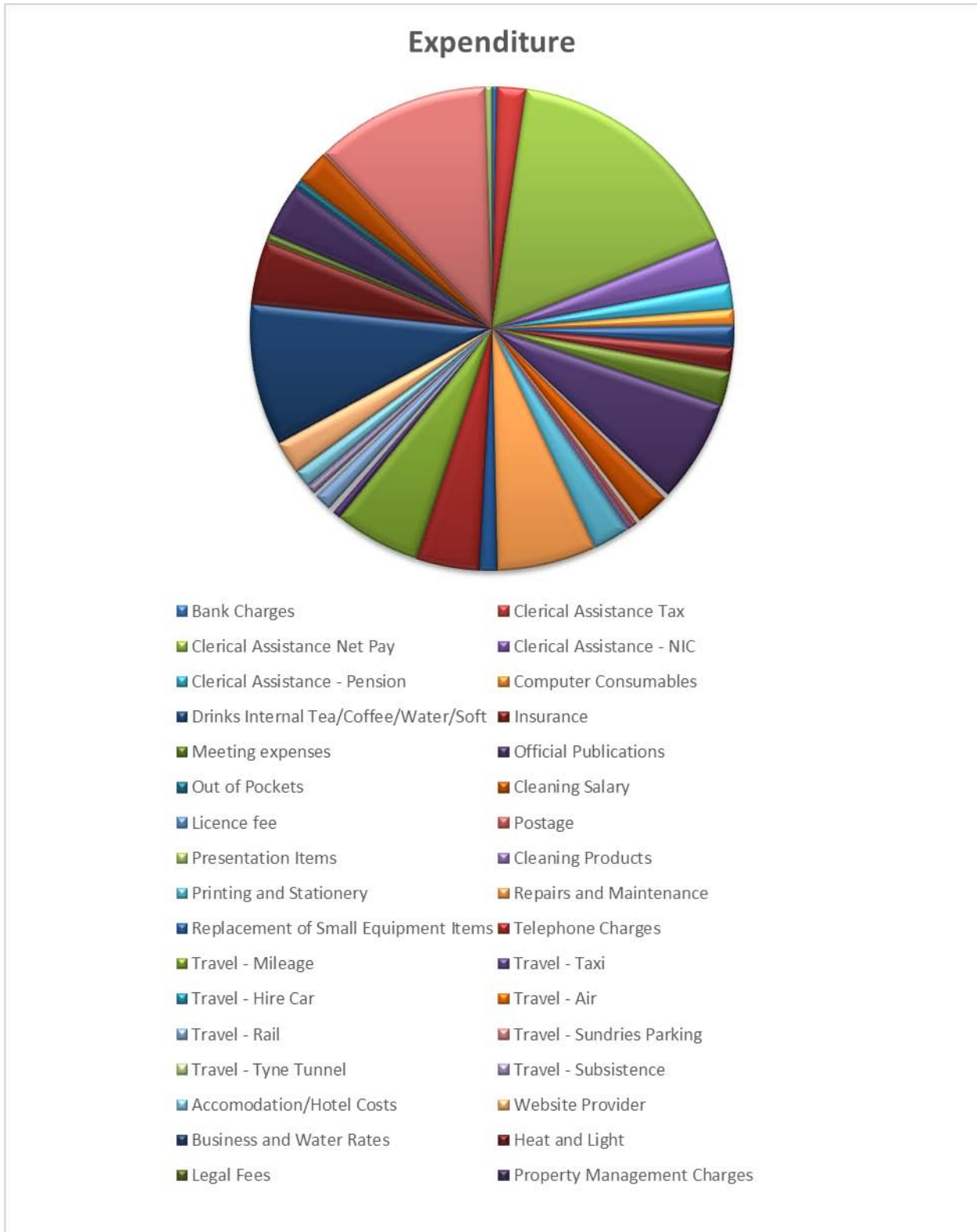
In order to increase the relevance of our service, we liaise closely with other local Support Associations, including Northumbria Police Disability Support Association, Northumbria Police LGB&T+ Association, and Northumbria Police Association of Women in Policing. In some cases this year seeking a collaborative approach to gain the best outcomes for members.

We are committed to actively supporting Force events which seek to improve Health and Equality rights, we have for example this year supported wellbeing events and gift bags we are also contributing half of the cost toward the new wellbeing vehicle being obtained by the Force.

We continue to challenge and work actively with the force on equality issues and have sought legal advice for members on numerous matters this year and we will continue this very important work to ensure members rights are protected.

**Anthony Pattison**  
**Equality and Health Management Lead**

## Summary of financial accounts



## Public Value

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	RESPONSIBILITIES	EMAIL
Lee Clements	Branch Council Administrator	lclements@npf.polfed.org
Robert Finn	Branch Council Administrator	rfinn@npf.polfed.org
Pauline Chapman	Healthcare Scheme Administrator	pchapman@npf.polfed.org
Michelle Glover	Healthcare Scheme Administrator	Michelle.glover@polfed.org
Louise Foley	Group Insurance Scheme Administrator	Louise.foley@polfed.org
Jade Brian	Reception	Jade.brian@polfed.org
Phillipa Levey	Reception	Phillipa.levey@polfed.org

During 2020, Northumbria Police Federation:

- Dealt with some **3,000** 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)

We currently have:



Followers - 3287



Likes - 2230

## Member Benefits

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

The following surgeries are entirely free of charge to *subscribing* Federation members.

### PRE RETIREMENT COURSES

Administered by Steve Carss of Carss Financial Partners LTD for all officers within 18 months of retirement. Application by email to [info@norpolfed.org.uk](mailto:info@norpolfed.org.uk) in the first instance.

### FAMILY LAW SURGERIES

Holmes Family Law solicitors offer a bespoke, specialist legal service to Northumbria Police Federation Members and their families advising on all aspects of Family Law. They offer a free and comprehensive initial hour long appointment. Please ring 0191 500 9337 or 01670 707338 or email [lily@holmesfamilylaw.co.uk](mailto:lily@holmesfamilylaw.co.uk)

### WILL WRITING & MORTGAGE ADVICE SURGERIES

Taylor–Hall are a ‘Whole of Market’ broker with 30 years of industry experience and technical excellence. They are there to support their clients throughout every stage of their life. Please ring Mark Hall on 07885 041245 or email [mark@taylor-hall.co.uk](mailto:mark@taylor-hall.co.uk)

### FINANCIAL ADVICE/MORTGAGE SURGERIES

Carss Financial Services offer mortgage, insurance, investment, power of attorney and estate planning advice. They can also give advice and guidance in relation to the furlough process or other financial issues relating to the Covid-19 situation. Please ring Steve Carss on 07775 575445 or email [info.cfp@btconnect.com](mailto:info.cfp@btconnect.com)

### DISCOUNTED CAR AND HOME INSURANCE DEALS

Offered by [Police Mutual](#) and [Police Insure](#).

### LOOKERS VOLKSWAGEN

We are pleased to announce that we are still working with [Lookers Volkswagen](#) to provide our members and their immediate families with exclusive offers on Volkswagen personal contract hire vehicles. Offers are only available through Lookers Volkswagen Scotswood Road. [Click here for full details.](#)

### MOBILE PHONE OFFERS

Special deals on all mobile phones from [Voice Mobile](#). We also have an ongoing offer with [O2](#) where you can receive up to a 25% discount. Ring the Federation Office for your unique code!

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

**GRATEFUL THANKS TO THE FOLLOWING SPONSORS WHO ASSISTED US DURING 2020:**



## Group Insurance Scheme

Northumbria Police Federation's Group Insurance Scheme has the following benefits:

- Life Insurance
- Personal Accident Cover
- Half Pay Sickness Cover
- Worldwide Travel Insurance
- Legal Expenses Cover
- UK/European Motor Breakdown cover
- Physiotherapy and Counselling Service provided at the Federation Office
- 24 Hour Care First Counselling Helpline & Support Service.

[Click here to read the full Scheme Benefits.](#)

### Monthly Subscription Charges

Serving Officer - **£18.80**

Spouse of Serving Officer - **£4.88**

In 2020 we were delighted to confirm that we added a new benefit to the scheme, at no extra cost to members, for all Serving and Retired members. This was a Physiotherapy, Chiropractic, Sports Massage and Counselling service which is held at the Federation Office. The new services were delayed due to Covid-19 however commenced in July 2020 and has already assisted countless officers.

If you are a member of the [Group Insurance Scheme](#) and wish to book a Physiotherapy, Chiropractic, Sports Massage or Counselling appointment, please ring the Federation Office Reception on 0191 4373766 or email [norpolfedreception@polfed.org](mailto:norpolfedreception@polfed.org)

If you are not yet a member and wish to join, [please click here for an application form](#) which should be completed and returned to the [info@norpolfed.org.uk](mailto:info@norpolfed.org.uk) for processing. Please note that applications are welcomed from both [Police Officers](#) and [Police Staff](#).

For more information please contact:

Robert Finn, Northumbria Police Federation,

11-14 Apex Business Village, Annitsford, Cramlington, Northumberland  
NE23 7BF

Tel. 0191 4373764 Fax. 0191 250 2961

## Northern Police Healthcare Scheme

The Northern Police Healthcare Scheme - established in 1989 - is a self-financing Scheme set up under a Trust Deed to provide private medical advice and treatment to subscribing members and their dependants.

The main objective of the Scheme is to make the advantages of private medical care available to members at a reasonable cost, representing very good value for money and is still lower than most other Schemes.

- Hospital Charges\*
- Specialist Fees\*
- X Rays, Scans etc.\*
- Physiotherapy/Osteopathy, Acupuncture &Chiropractic Treatment\*
- Local private Hospitals/providers
- Free Police Treatment Centre Membership, worth £7.80 per month, for serving members.
- Exclusive Access to Luxury Holiday Home in Northumberland (Stables and Wandylaw Cottage)

\*Limits apply (please refer to the Scheme Rules on our website [www.norpolfed.org.uk](http://www.norpolfed.org.uk))

The Scheme also includes an alternative cash benefit for NHS treatment (currently £100 a night or £100 for Day Case surgery) and all benefits are payable at the Trustees' discretion. Please note that the Cash Benefit does not apply to Scheme members who are admitted to an NHS hospital as an emergency admission.

### Claims Summary

**£696,814.10** – Total expenditure for Consultations, Tests and Procedures in 2020

**398** Medical claims opened in 2020

For more information please contact:

Pauline Chapman, Administrator, Northumbria Police Federation,

11-14 Apex Business Village, Annitsford, Cramlington, Northumberland NE23 7BF

Tel. 0191 437 3763 Fax. 0191 250 2961

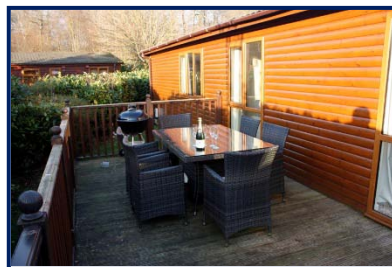
Email: [Healthcare@npf.polfed.org](mailto:Healthcare@npf.polfed.org)



## Holiday Homes

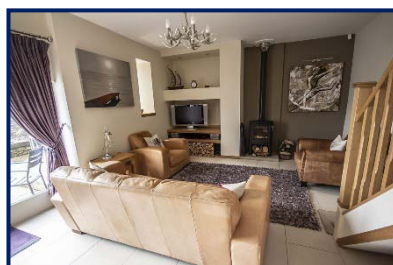
### Holiday Lodge - Windermere

Northumbria Police Federation Group Insurance Scheme have *exclusive* use of a Holiday Lodge at White Cross Bay in Windermere. The Lodge is available for hire by Police Officers and Staff who are members of the Group Insurance Scheme. 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. [Please click here to check availability and to submit a booking enquiry.](#)



### The Old Byre

The Old Byre - A Tranquil Refuge in Rural Northumberland at discounted prices for our [Group Insurance Scheme Members](#). The Old Byre is a charming, tastefully designed stone-built barn conversion at Wandylaw Farm in the beautiful Northumberland countryside. The Old Byre has three bedrooms - ensuite master, a further double bedroom and a single bedroom - and a family bathroom. Externally, there is a landscaped garden with patio area enabling guests enjoy an alfresco dining experience. There is also a large paved parking area to the front of the property. [Click here for full details, prices and to access the online booking calendar](#)



### Cottage



The Stables and Wandylaw Cottage offer a tranquil refuge in Chathill, Northumberland exclusively for members of the [Northern Police Healthcare Scheme](#). A tastefully designed barn conversion divided into two stunning properties, the Stables development enjoys panoramic views over the beautiful Northumberland countryside. [Click here for full details, prices and to access the online booking calendar.](#)





## Contact Us



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

Telephone: **0191 437 3000**

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)