

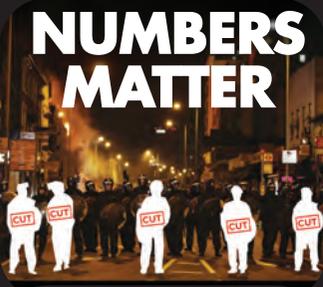
"I will always back you,
I will always support you,
I will always fight for you."

HOME SECRETARY,
THERESA MAY, 2010

Keep your promise to
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**NUMBERS
MATTER**

**CUTS ARE
CRIMINAL**

**ENOUGH IS
ENOUGH!**

ANNUAL CONFERENCE AGENDA

BOURNEMOUTH
20/12
%



Supported by



Welcome to Conference 2012



Dear Colleague,

It gives me great pleasure to welcome you to Bournemouth to our 88th annual conference. 2012 is set to be a very memorable conference, at a time when we are facing an unprecedented attack on our pay and conditions and potentially the biggest overhaul of the police service this country has ever seen.

This pivotal event in the policing calendar presents us all with the unique opportunity to share good practice and to debate the extraordinary issues we are facing regionally and nationally.

We welcome representatives from the 43 forces throughout England and Wales, also from Scotland, Northern Ireland and overseas, not to mention our colleagues from the Association of Chief Police Officers, the Superintendents' Association and senior officials from the Home Office.

Our joint purpose this week is to address the unique challenges we face in policing with the current brutal attack on our pay and conditions as outlined in the Winsor reports. Officers are facing a four-year pay freeze together with demands for extra contributions to their pensions and yet more imminent change for pay and conditions. We have had enough of the constant state of uncertainty and the deliberate, sustained attack on us by this government. To top it off, 2012 is already a uniquely challenging year as we prepare to police the Olympics with fewer officers and decreased resources.

Main conference forums this year include the future of police pay and conditions; public order policing; the Olympics, the stalking law reform and the international nature of terrorism. It is our hope that the conference will be another loud clear voice from the service that will tell the government that enough is enough.

I would like to thank all our guest speakers, conference exhibitors and sponsors for their continued support. Please take time to visit the exhibition hall.

Enjoy conference.

Paul McKeever
Chairman

Security Information

As always the Police Federation of England and Wales extends a welcome to you and hopes that you have a most successful and enjoyable Conference. The following advice is intended to ensure that your stay is safe and you are requested to follow this advice in your own interest.

Search procedures will operate at the entrance to the Bournemouth International Centre. We are assisted by NARPO Stewards, Police Federation Stewards and the Bournemouth International Centre Security personnel who will check that you are wearing the correct admittance pass. As part of our security measures any bags will be searched. If you have any problems or require advice please talk to those on duty, who will do their utmost to assist.

Please be kind enough to co-operate with the security personnel as their sole purpose is to ensure your safety. The entire site has CCTV coverage which is continually monitored by security personnel both day and night.

Please do not leave bags, briefcases, cameras or anything else unattended at any time. Please arrive in good time to minimise delays.

Admittance Passes

The Bournemouth International Centre will become an "Island" site and you will not be able to gain admittance without a pass issued by the Police Federation Accreditation Unit.

On entering the Bournemouth International Centre at the Exeter Road Main Entrance, please collect your conference pass from the Accreditation Office if you haven't already done so. The Accreditation Office will be located on the right hand side of the main entrance.

You will need to wear your identification pass when entering or within the Conference Areas so that it is available for inspection at all times. You will not be allowed through the checkpoints without it. If you lose your pass or require late accreditation please make your way to the Police Federation Accreditation Unit. Contact: Charlotte Clover-Lambert 07841 366974 / Sharon Wheeler 07973 956015.

Bournemouth International Centre - Entrance

During Conference Admission Hours **everyone will use the Exeter Road Main Entrance** at the front of the building. This will gain admittance to the Police Federation Exhibition Area in the Solent Hall with approx 40 Exhibition Stands or you may wish to proceed direct to the Conference Halls.

Lost Property

Ask any of the Stewards or support staff and you will be directed to the Police Federation Conference Office which retains any found property.

BIC Safety Procedures

The Bournemouth International Centre has a number of coded messages to assist with dealing with incidents such as fire, hoax bomb calls and any other incident, which may occur during conferences/exhibitions.

Certain members of BIC trained staff and PFEW Stewards will respond should any such coded messages be announced over the public address system.

In the event that an evacuation of the building is necessary it is imperative that delegates follow instructions given by BIC staff and PFEW Stewards. Personal belongings are to be taken as no re-admission will be allowed without the permission of the police/fire services.

Coach Arrivals for Observers

Could JBBs whose Observers are attending by coach please inform the coach companies to drop off Observers at the pull in bus stop just to the left of the BIC (if looking at the building from the outside) rather than use the service road in the front of the building. There will be cars exhibited in the service road along with signage and advertising which will narrow the width of the service road quite considerably. There will still be room for them to pull up and wait before picking up at the end of the day but it would help if we could minimise the traffic in this area to the pick up only.

Smoking

The BIC is a no smoking venue. Smoking is only permitted outside the premises.

Conference / Exhibition delegates are required to leave the venue, but can smoke outside of the main front doors of the Bournemouth International Centre, and can smoke on the Cliff Path to the side of the Bournemouth International Centre. They are not permitted to smoke in all other areas including private service roads and within any of the car parks owned by the Bournemouth International Centre.

Disabled Visitors

If you require any information regarding accessibility to the event/venue please contact Nyki Curtis on 07872 678604.

First Aid Facilities

The BIC's first aid room is situated by the entrance to the Solent corridor by the Main Foyer. If you need first aid attention please make your way to the first aid room or contact Nyki Curtis in the Conference Office or telephone 07872 678604.

In an emergency telephone Extension 6444 on one of the phones around the BIC. Please state the nature of the emergency and the location of the Patient.

Catering Points

The main Catering points for the event will be Coffee Republic in the Main Foyer and the Solent Foyer Bar.

Getting an idea discussed at conference

Every year we look to make the forum debates at annual conference relevant and practical to frontline policing, pertinent to core Federation issues including terms, conditions and welfare, but also to highlight major areas of concern about policing and the criminal justice system which are of interest to the wider public and media.

If you have an idea for conference we want to hear from you.

Conference planning usually starts in the autumn and a circular is sent to all Federation Joint Branch Boards by the national Chairman asking for ideas and contributions. Therefore it would be wise, in the first instance, to contact your Joint Branch Board with your idea.

The Branch Board will then put your idea forward to the national Chairman's Office, and it will be raised at the early conference planning meetings.

You will be informed of the decision. If the idea is taken forward then you will be asked to assist, and may be asked to participate.

Federation Annual Conference Survey 2012

To ensure conference is relevant and interesting please help us by indicating how satisfactory/unsatisfactory you have felt each conference session has been;

1: excellent, 2: good, 3: satisfactory, 4: unsatisfactory, 5: poor

	Subject	Delegate participation	Speakers	Outcomes
Tuesday				
Session 1: Welcome				
Session 2: Professional Body				
Session 3: Question time				
Wednesday				
Session 4 NPMD Update				
Session 5: Pay and conditions				
Session 6: Key note speeches				
Session 7: Riots 2011				
Session 8: Stalking Law reform				
Session 9: Olympic Inspiration				
Evening seminar: Roads policing				

	Subject	Delegate participation	Speakers	Outcomes
Thursday				
Session 10: International Nature of Terrorism Closed session				
Session 11: Futures Group Closed session				
Session 12: AGM				

Do you have any feedback on the exhibition and layout?

Any other comments?

Thank you for your feedback. Please could you deposit this questionnaire in one of the marked bins provided at the exits?



Sam Roberts
Chairperson

Women's Eve of Conference Agenda

Monday 14th May 2012, 2pm

Tregonwell Suite



Carolyn Davies
Secretary

In partnership with Russell Jones & Walker part of Slater and Gordon Lawyers
and Police Money Matters



Please note that due to this conference being held in the BIC, the same security measures will be in place as at the annual central conferences. All attendees **MUST** wear their conference pass.

1. **The Chairperson will open the meeting**

Notification of any other business

2. **Standing Orders**

The meeting will be controlled by the Chairperson. As a guide members should not speak more than once in any debate or for more than five minutes.

3. **Minutes of the last meeting**

To note that the last meeting held on Monday 16th May 2011 in Bournemouth was recorded and a copy was provided to the Secretary of each Women's Regional Conference.

N.B. This meeting is being recorded by the Glasgows. One copy free of charge will be sent to the Secretary of each region post the conference. As the meeting is being recorded, members will need to use the microphones provided when contributing to any debate.

4. **Chairperson's introduction to the conference**

5. **2.05pm "The Police Service - Fit for women?"**

Jayne Monkhouse, OBE

6. **2.30pm "Equality Update"**

Emma Hawksworth, RJW

- 7. 2.50pm “Independent Police Commission Review of policing – The female police officers perspective”**
Professor Jennifer Brown – Director of the Manheim Centre for Criminology, London School of Economics and Political Science
- 8. 3.10pm Panel Discussion**
- 9. 4pm Any other business**
- 10. Closing Remarks of the Chairperson**
- 11. Time, Date, and Place of the Next Meeting**
To note the next meeting will commence at 2pm on Monday 13th May 2013, at the BIC Bournemouth

CAROLYN DAVIES

Secretary – Policewomen’s Eve of Conference Meeting

- N.B.** Secretaries of Regions are requested to notify the Secretary prior to the opening of the meeting, of the names of any persons attending their last conference, pending retirement or any other reason.



Constables' Central Conference Agenda

Commencing 9.00 am
Tuesday 15th May 2012

Windsor Hall



Julie Nesbit
Chairman



Paul Barker
General Secretary/
Treasurer

Item 1 9.00am – Chairman's Welcome
Ms J Nesbit.

Roll Call

Item 2 Adoption of Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution

To adopt the Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution as they appear in the 1st, 3rd and 4th Reports of the Conference Arrangements Committee.

Item 3 Appointment of Stewards

The Stewards have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee. To approve.

Item 4 Appointment of Scrutineers

The Scrutineers have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee. To approve.

Note: Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

Item 5 9.15am – Appointment of Trustee to the Constables’ Central Committee Fund

Appointment of 2nd and 3rd Reserve Trustees to the Constables’ Central Committee Fund

Appointment of 3rd Reserve to No. 5 Region

Appointment of 2nd and 3rd Reserves to the Constables’CAC (Provincial Forces)

Item 6 Conference Arrangements Committee

To accept the 5th Report of the Conference Arrangements Committee for the separate Conference.

Item 7 Motions

Motion 1 Trustees’ Report

CCC

“That this Conference receives and accepts the report of the Trustees of the funds under the control of the Constables’ Central Committee.”

Motion 2 Treasurer’s Report

CCC

“That this Conference receives and accepts the report of the Treasurer of the Police Federation (Constables) Fund.”

Motion 3 Annual Report

CCC

“That this Conference receives and accepts the Annual Report of the Constables’ Central Committee for the year 2011, together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position.”

Motion 4 CCC Honoraria

Leicestershire

“That this Conference agrees the following payment of Honoraria for members of the Constables’ Central Committee who are not in receipt of any other payments, as recognition for Federation duties. A payment of 10% of the top rate Police Constables’ salary shall be paid to all eligible members of the CCC. In addition, a further 5% of the top rate Police Constables’ salary shall be paid to those holding executive office with the exception of the General Secretary of the CCC whose remuneration was agreed by the Constables’ Central Conference in May 1991. Payments are to be pro-rata for the time spent in role during each year and any tax or national

insurance liabilities are to be met by the recipient. This payment is to be made annually in line with any negotiated national pay award."

Amendment

Remove the words "any tax or national insurance liabilities are to be met by the recipient" from the motion and insert "any tax or national insurance liabilities are to be paid in line with the relevant HMRC guidelines pertinent at that time" so it reads:

"That this Conference agrees the following payment of Honoraria for members of the Constables' Central Committee who are not in receipt of any other payments, as recognition for Federation duties. A payment of 10% of the top rate Police Constables' salary shall be paid to all eligible members of the CCC. In addition, a further 5% of the top rate Police Constables' salary shall be paid to those holding executive office with the exception of the General Secretary of the CCC whose remuneration was agreed by the Constables' Central Conference in May 1991. Payments are to be pro-rata for the time spent in role during each year and any tax or national insurance liabilities are to be paid in line with the relevant HMRC guidelines pertinent at that time. This payment is to be made annually in line with any negotiated national pay award."

Item 8 10.00am – Election of Trustee to the Constables' Central Committee Fund

Election of 2nd and 3rd Reserve Trustees to the Constables' Central Committee Fund

Election of 3rd Reserve to No. 5 Region

Election of 2nd and 3rd Reserves to the Constables' CAC (Provincial Forces)

Item 9 Economic Report

Prof Bob Elliott, Advisor to the CCC

Item 10 Launch of the Constables Website

Chris Bray, Managing Director of Logo International Design & Marketing

Break 10.30am

Item 11 11.00am – Chairman’s Keynote Speech

Ms J Nesbit.

Item 12 Constables’ Comments

To be chaired by Nicholas Owen and the panel will include:

Rt Hon Nick Herbert,

Minister of State for Policing & Criminal Justice

Ms Zoe Billingham,

HMI (Eastern Region), HM Inspectorate of Constabulary

Sir Hugh Orde, OBE,

President, Association of Chief Police Officers

Ms Julie Nesbit,

Chairman, Constables’ Central Committee

Item 13 Any Other Business

Item 14 Closure

Date of next Conference: Tuesday 14 May 2013, BIC,
Bournemouth.



Sergeants' Central Conference Agenda



John Giblin
Chairman



Adele Kirkwood
General Secretary/
Treasurer

**Commencing 8.45am
Tuesday 15th May 2012**

Tregonwell Hall



Item 1 Roll Call

Item 2 Adoption of Conference Regulations and Standing Orders:

CAC Terms of Reference and CAC Constitution

To adopt the Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution as they appear in the 1st, 2nd, 3rd and 4th Reports of the Conference Arrangements Committee.

Item 3 Appointment of Stewards

The Stewards have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee. To approve their appointment.

Item 4 Appointment of Scrutineers

The Scrutineers have been appointed, as detailed in the 5th Report of the Conference Arrangements Committee. To approve their appointment.

Note: Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and announce the result in open conference.

Item 5 Nomination of Reserves to the Central Committee

Nominations to close for 3rd Reserve in No 5 Region.

Item 6 Conference Arrangements Committee

To accept the 5th Report of the Conference Arrangements Committee for the Separate Conference.

Item 7 Election of Reserves to the Sergeants' Central Committee

Election of 3rd Reserve in No 5 Region.

Item 8 Motions

Motion 1 Annual Report

SCC

"That this Conference receives and accepts the Annual Report of the Central Committee for the year 2011, together with further verbal reports as may be necessary, to enable all Delegates to be informed of the up-to-date position.

Motion 2 Trustees' Report

SCC

"That this Conference receives and accepts the report of the Trustees of the Police Federation Sergeants' Central Committee's funds."

Motion 3 Treasurer's Report

SCC

"That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Sergeants' Central Committee."

Motion 4 Motion – Revoking of Two Policies

Adopted at SCC Conference 2011 West Midlands

"That this Conference directs the SCC to revoke in its entirety and with immediate effect, the two policies adopted by SCC at Conference 2011 in the name of the Metropolitan Police which instructed:

"That Conference directs the SCC that any motion or amended motion, passed by the delegates at the Police Federation of England and Wales AGM at Conference is binding on the SCC and cannot be amended except by a further motion passed at a future AGM or the Police Federation of England and Wales Conference."
and

"That this Conference directs the SCC that any proposal, motion or amended motion, accepted by the SCC prior to the AGM of the Sergeants Central Committee of the Police Federation of England and Wales at Conference is binding on the SCC and cannot be amended except by a further motion passed at a future AGM or the Police Federation of England and Wales Conference."

Item 9 National Custody Officers Forum

To receive a report from Mr D. Harris, Chairman, National Custody Forum.

Item 10 Chairman’s Address to Conference

Mr. J. Giblin, Chairman, Sergeants’ Central Committee.

Break 10.30am

Item 11 Forum Session – Professional Sergeants - Proud to be Professional

John Stapleton will be facilitating this session:

This debate is about the creation of a police professional body. Prior to the debate you will hear the authentic voices of frontline policing from two of our Sergeant colleagues. To assist and inform the debate we have assembled a knowledgeable panel of interested parties from government, ACPO and politics. All will have a view on how the future of policing should develop in these difficult times.

It is right and proper to hear from the leaders and shapers of the future police service but remember it is our service too, and your voice is important and needs to be heard. This debate is at the very heart of all our futures so please feel free to offer your views and opinions.

Guest Panellists:

The Rt. Hon David Hanson MP – Shadow Minister for Policing
Stephen Rimmer, Director General, Police and Crime Unit
CC Peter Fahy, QPM, MA, Greater Manchester Police
Emily Miles, Programme Manager, National Policing Improvement Agency

Guest Speakers:

DS John Tapper - Cleveland Police
PS Ed Mann - Derbyshire Police

Item 12 Any Other Business

Item 13 Closure



Alan Jones
Chairman



Inspectors' Central Conference Agenda

Tuesday 15th May 2012

Purbeck Hall



Steve Williams
General Secretary/
Treasurer

08.45am Welcome - Katie Ledger

Item 1 Chairman's Welcome

Mr A Jones

Item 2 Open nominations for position of Trustee to the JCC Fund and 1st, 2nd and 3rd Reserve positions

Roll Call Chairman

Item 3 Adoption of Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution

To adopt Conference Regulations and Standing Orders; CAC Terms of Reference and CAC Constitution as they appear in the 1st, 3rd, 4th and 5th Reports of the Conference Arrangements Committee.

Item 4 Appointment of Stewards

The Stewards have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee. To approve.

Item 5 Appointment of Scrutineers

The Scrutineers have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee. To approve.

Note: Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

Item 6 Conference Arrangements Committee

To accept the 5th Report of the Conference Arrangements Committee for the Separate Conference.

Item 7 Motions

Motion 1 Annual Report ICC

“That this Conference receives and accepts the Annual Report of the Inspectors’ Central Committee for the year 2011, together with verbal reports as may be necessary to enable delegates to be informed of the up-to-date position of items contained therein”.

Motion 2 Trustees’ Report ICC

“That this Conference receives and accepts the report of the Trustees of the Police Federation Inspectors’ Central Committee Funds, for the year 2011” – Mr Stephen Garmston.

Motion 3 Treasurer’s Report

“That this Conference receives and accepts the report of the Treasurer of the Funds under the control of the Inspectors’ Central Committee, for the year 2011”.

Closure of nominations for position of Trustee to the JCC Fund and 1st, 2nd and 3rd Reserve positions

Motion 4 Metropolitan IBB Motion –

Metropolitan IBB Motion – This Conference instructs the Inspectors’ Central Committee to pursue through the Police Negotiating Board (or whatever mechanism may replace it) that the agreement regarding the pay of the Inspecting ranks reached on 13 June 1994 which is detailed within PNB Circular 94/2 as amended by PNB Circular 94/7 be re-examined and if necessary renegotiated in order that clarity can be provided on a number of issues contained within it, most notably what compensation is due for officers required to work pre-planned additional hours.

Election for Trustee and 1st, 2nd and 3rd Reserves

Item 8 Chairman's Address

Mr A Jones

Item 9 General Secretary's Address

Mr S Williams

Item 10 Police Minister's Address

Item 11 Retiring Members - Announcement

Coffee Break

Item 12 Police Service Needs its Stars

Creating an Impact
Nigel Risner

Item 13 Question Time Panel – facilitated by Katie Ledger

Derek Barnett, President, Police Superintendents' Association
Rt Hon Nick Herbert, MP, Police Minister
The Rt Hon the Lord Prescott
Rachel Robinson, Policy Officer, Liberty
Keir Starmer, QC, Director of Public Prosecutions
Sara Thornton, Chief Constable, Thames Valley Police

Item 14 Motivational Speaker

Squadron Leader John Peters former RAF Pilot

Item 15 Closing Comments

Chairman, Mr A Jones



Paul McKeever
Chairman

Joint Central Conference Agenda

Tuesday 15th May 2012

Windsor Hall



Ian Rennie
General Secretary

Joint Conference will be facilitated by John Stapleton on
Tuesday and Wednesday

At the end of each session there will be an opportunity to ask questions

Session 1: 2.00pm - 2.45pm

Welcome from Chairman

To include Bravery Awards 2012 video followed by a tribute to recent fallen officers.

Adoption of Conference Regulations and Standing Orders

CAC Terms of Reference and Constitution as printed in the 1st, 3rd, 4th and 5th Reports of the Conference Arrangements Committee.

Appointment of Stewards

The Stewards have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee. To approve.

Appointment of Scrutineers

The Scrutineers have been nominated, as detailed in the 5th Report of the Conference Arrangements Committee. To approve.

Note: Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

Nominated Trustees from all Ranks

Note the nominated Trustees from Separate Central Committees.

Conference Arrangements Committee

Accept the 5th Report of the Conference Arrangements Committee for the Separate Conferences.

NB: If any delegate has any grievance about any aspect of Conference then please report it to the Vice Chairman in the first instance.

Session 2: 2.45pm – 3.30pm **Professional Body Working Group**

Panel:

Emily Miles, Programme Manager, Transition of the National Policing Improvement Agency

Dr Rachel Cragg, Project Lead and Design Lead, Police Professional Body

John Giblin, Police Federation of England and Wales

Break 3.30pm – 4.00pm

Session 3: 4.00pm – 5.15pm

Question Time – an opportunity to ask questions and raise concerns about the current climate in policing

Panel

Sir Hugh Orde, OBE, QPM, President ACPO

Nick Herbert, Minister of State for Policing and Criminal Justice

Derek Barnett, President, Police Superintendents' Association of England and Wales

David Hanson, Shadow Police Minister and MP for Delyn

Javed Khan, CEO Victim Support

Paul McKeever, Chairman, Police Federation of England and Wales

Wednesday 16th May 2012

Windsor Hall



Session 4: 9.00am – 9.15am

National Police Memorial Day Update

Joe Holness, Co-ordinator, The National Police Memorial Trust

Session 5: 9.15am – 10.30am

Police Pay and Conditions – The Future?

Panel

Alistair Hatchett, Head of Pay and HR Services – IDS

Sue Hastings, Independent Consultant on Job Evaluation

Jayne Monkhouse, OBE, Equality Advisor

Ian Rennie, General Secretary, Police Federation of England and Wales

Break 10.30am – 11.00am

Session 6: 11.00am – 12.30pm

Key Note Speeches

Theresa May, Home Secretary

Paul McKeever, Chairman, Police Federation of England and Wales

Lunch 12.30pm – 1.45pm

Session 7: 1.45pm – 2.45pm

Riots 2011

Panel

Sir Denis O'Connor, CBE, QPM, Chief Inspector of Constabulary, HMIC

David Lammy MP (tbc), MP for Tottenham

Paul Davis, Police Federation of England and Wales

Break 2.45pm – 3.15pm

Session 8: 3.15pm – 4.15pm
Stalking Law Reform – Implications for the Police

Panel

Harry Fletcher, Assistant Secretary, NAPO

Dr Emma Short, Senior Lecturer Department of Psychology,
University of Bedfordshire

Tricia Bernal, A founder of 'Protection Against Stalking'

Session 9: 4.15pm – 5.15pm
Olympic Inspiration

John Coppen, Police Federation of England and Wales

Chris Allison, Assistant Commissioner Central Operations,
Olympics and Paralympics

Evening Seminar
Roads Policing

Police Pursuits – Important Issues for the Service

Mark Aldred, Barrister

Alan Jones, Police Federation of England and Wales

Thursday 17th May 2012

Windsor Hall



Session 10: 9.30am – 10.45am

Closed Session

The International Nature of Terrorism

Ken Pennington

Break 10.45am – 11.15am

Session 11: 11.15am – 12.30pm

Closed Session

Futures Group, Review of the Structure of the Police Federation of England and Wales

Panel

Simon Reed, Police Federation of England and Wales

Chris Jones, West Midlands Branch Board

Steve Matthews, Cleveland Branch Board

Jeff Mapps, Gwent Branch Board

Steve Evans – Facilitator

Lunch 12.30pm – 1.30pm

Session 12: 1.30pm Close

Annual General Meeting

Annual General Meeting

Election of the three reserves to the Reserve Seat member of the CAC

1. Trustees Report (Treasurers) JCC

“That this Conference receives and accepts the report of the Trustees of the Police Federation (Joint) Fund.”

2. Federation Funds – Treasurer’s Report (Treasurers) JCC

“That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Central Committee.”

4. Redrafting of Fund Rules (Treasurers) JCC

“That this Conference approves the general purpose and intent of the redrafted Fund Rules marked ‘Police Federation Draft Fund Rules – Conference 2012’ and instructs the Joint Central Committee to submit the redrafted rules to the Secretary of State for approval”

Amendment Hertfordshire

Remove the words “the general purpose and intent” from the motion so it reads;

“That this Conference approves the redrafted Fund Rules marked ‘Police Federation Draft Fund Rules — Conference 2012’ and instructs the Joint Central Committee to submit the redrafted rules to the Secretary of State for approval”

5. Minimum Rise in Federation Voluntary Contribution Subscriptions Executive Derbyshire

“That this conference approves a minimum rise in Federation voluntary contribution subscriptions.

Federation voluntary contribution subscription should always rise by the same percentage amount as that awarded in salary increase for Federated members as determined at the most recent uplift of pay prior to the Police Federation Annual National Conference.

Where Federated Ranks are not awarded a salary increase, then subscription contributions will be increased by 3p per member per week: this being the minimum amount that can be determined in

line with Fund rule 4.1.

Where the National Treasurer has determined that a more substantial increase in subscriptions is required, then they should bring that matter before conference with a rationale and business case and seek approval for this additional raise from the delegates.”

6. Proposed Change to Conference Procedure Standing Order 11 Regarding Elections **JCC**

‘Nominations for all members of central committees shall close at 9.15am seven days prior to the commencement of the separate central conferences. All nominations must be on the prescribed form and signed by the proposer and seconder, certifying that the nominee is prepared to stand. All reference to separate conference within these regulations shall include a separate annual general meeting should the appropriate rank central committee deem it to be so.’

7. Taking on a Withdrawn Motion From Another Sponsoring Board With a 14 Day Notification Period **Executive Thames Valley**

‘That Conference proposes a change to CAC standing orders to read;

This rule relates to any Joint Branch Board, Committee or such body that has the right to bring a motion to conference and shall apply where a board has opened correspondence on a proposed motion and then decides not to pursue the matter:-

- They shall inform all other Joint Branch Boards, Committees or such body that has the right to bring motions to conference of their decision.
- Any other Joint Branch Board, Committee or such body that has the right to bring a motion to conference may within 14 days of being notified take up sponsorship of the motion and be treated as if they had initiated the process.
- The board taking up sponsorship shall be granted extensions of 14 days to time limits. However no extensions can go past the eve of conference, Conference Arrangements Committee meeting. This will not however preclude a board from taking up sponsorship immediately prior to the conference debate.’

3. Annual Report (Executive)

JCC

"That this Conference receives and accepts the Annual Report of the Central Committee for the year 2011".

Motions and Amendments not Accepted by the CAC

None

Motions Accepted as Policy by the JCC since the closing date for acceptance

Emergency Motion 1

Metropolitan

"This conference instructs the Joint Central Committee of the Police Federation of England & Wales to explore all of the consequences, including the legal position, with regards to police officers who are members of the Police Federation of England & Wales obtaining Industrial Rights. A report should be made available to all members before Police Federation Annual Conference 2013."

Emergency Motion 2

Metropolitan

"This conference instructs the Joint Central Committee of the Police Federation of England & Wales to hold a ballot of the full membership on the question "Do you wish the PFEW to seek to obtain Industrial Rights". This ballot should be held after the membership are provided with all relevant information with regards to the consequences of members of the Police Federation of England & Wales obtaining Industrial Rights, and should be held before Police Federation Annual Conference 2013."

Conference Procedures

Part A

Regulations

1. Police Federation Conference

The Police Federation of England and Wales shall annually hold a Conference, which will consist of a topical forum and an annual general meeting.

The forum will consist of presentations and debates on policing matters that are considered by the Chairman, in conjunction with the Joint Central Committee, to be of topical concern or interest to the membership and the public. Joint Branch Boards, the Metropolitan JEC and Policewomen's Regional Conferences are invited to submit ideas suitable for a presentation or debate at Conference in accordance with the timetable published by the Conference Arrangements Committee.

The Annual General Meeting will meet separately and jointly to consider the Annual Report of the Central Committee, the Trustees Report and the Treasurer's Report, together with motions submitted by branch boards, the Metropolitan JEC and Policewomen's Regional Conferences, accepted for debate in accordance with the rules and procedures of the Conference Arrangements Committee. (See also CAC Circular No. 2/2012)

2. Conference Arrangements Committee

Each Central Conference shall appoint a Conference Arrangements Committee in accordance with the Police Federation Regulations.

Members of the Conference Arrangements Committee shall attend the Conference as additional delegates who will not have voting rights, except in elections in which they are a candidate.

3. Delegates Names

Branch Boards must submit names and ranks of the Conference delegates to the Secretary of the Conference Arrangements Committee by such dates as deemed necessary by that Committee. Changes must be notified immediately.

4. Roll of Delegates

A roll of the accredited delegates to the Central Conference shall be prepared by each Separate Conference Arrangements Committee and the roll shall be available for use by the Stewards each time the Conference assembles.

5. Attendance of Central Committees

Members of the Central Committees shall attend Conference as additional delegates and will not have a vote except in elections in which they are a candidate.

6. Attendance of Delegates

Each delegate shall notify his chief officer of his attendance to the Central Conferences in duty time, and shall attend in plain clothes.

7. Conference Policy Proposals, Motions and Amendments

Conference policy proposals, motions and amendments from a Central Committee, Branch Board, Regional Policewomen's Conference or the Metropolitan Joint Executive Committee for consideration must be sent to the Secretary of the Conference Arrangements Committee IN ACCORDANCE WITH ANY INSTRUCTIONS ISSUED BY THAT COMMITTEE. (See also CAC Circular No. 2/2012)

8. Chairmen and Secretaries

The Chairmen, Secretaries, Vice Chairmen and Deputy Secretaries of the Central Committees shall be the Chairmen, Secretaries, Vice-Chairmen and Deputy Secretaries of the respective Conference Forum and Annual General Meeting.

9. Scrutineers

Scrutineers shall be appointed to assist the Chairmen. A Scrutineer cannot be a candidate for any office but may vote.

10. Adoption of Standing Orders and Conference Regulations

The Conference shall proceed to the adoption of the Standing Orders and the respective Conference and Annual General Meeting Regulations immediately after the roll call. These Orders and Regulations shall be printed and published.

11. Nominations

Nominations of members of all the Central Committees shall close at one agreed time. All nominations must be in the prescribed form

and signed by the Proposer and Seconder, certifying that the Nominee is prepared to stand. Elections shall be held at times to be fixed by each Separate Conference. All reference to Separate Conference within these Regulations shall include a separate Annual General Meeting should the appropriate rank Central Committee deem it to be so.

12. Election of Members and Reserves to the Central Committees

Each Separate Conference shall elect triennially by ballot from amongst its members a Central Committee in accordance with the Police Federation Regulations.

There shall also be elected triennially three reserves from each rank in each region. In the event of a vacancy occurring on the Committee the first reserve shall be appointed as the sitting member for the remainder of the term of office.

The remaining reserves shall then move in numerical order with the second reserve becoming the first reserve and the third reserve becoming the second reserve.

The vacancy/ies occurring amongst the reserves shall be filled at the next Central Conference and the reserve/s elected shall be the third reserve. In the event of two vacancies occurring, the member receiving the highest number of votes shall be the second reserve and the next highest the third reserve. All reserves have to seek re-election at the next general election.

13. Trustees

13(A) Trustees – Joint Central Committee

Each Trustee appointed by the Joint Central Committee will hold office for a period of three years and, at the conclusion of this term, the appropriate Central Conference will hold an election from the appointed delegates for the subsequent term of office (i.e. the Constables Central Conference in 2004, the Sergeants in 2005, the Inspectors in 2006 and thereafter in that order).

Similarly, each Central Conference will elect by the same rotation from amongst its delegates, three reserve Trustees, who will also serve for a three-year term of office.

In the event of there being a casual vacancy amongst the Trustees,

the Joint Central Committee shall at their Committee meeting next following such casual vacancy appoint the reserve elected in the rank in which the casual vacancy occurs with the highest number of votes in the election at which the reserve Trustees are elected.

In the event of a casual vacancy occurring (for whatever reason) in the reserve Trustees for a rank then the Central Conference of the rank in question shall elect a further reserve at the Central Conference next following the time that the casual vacancy occurs. Any reserve so elected to fill a casual vacancy shall hold office until and retire at the Central Conference at which the then current Trustees of the rank in question retire.

In the event of a tie in the election of a Trustee or reserve the decision between the candidates concerned will be by lot and the candidates concerned or the nominees on their behalf shall have the right to be present.

13(B) Trustees – Constables’ Central Committee

Commencing at the Constables Central Conference in 2005 and annually thereafter there shall be a Trustee elected from amongst its delegates. Each Trustee appointed by the Constables’ Central Committee will hold office for a period of three years and, at the conclusion of this term, the Constables’ Central Conference will hold an election from the appointed delegates for the subsequent term of office.

In 2005 Constables’ Central Conference and at each Central Conference held every 3 years thereafter, three reserve Trustees shall be elected from amongst its delegates, who will also serve for a three-year term of office.

In the event of a casual vacancy occurring (for whatever reason) in the Trustees, the Constables’ Central Committee shall at their Committee meeting next following such casual vacancy appoint the reserve elected with the highest number of votes in the election at which the reserve Trustees are elected. Any reserve so elected to fill a casual vacancy shall hold office until and retire at the Central Conference at which the then current Trustee in question retires.

In the event of a casual vacancy occurring (for whatever reason) in the reserve Trustees then the Constables’ Central Conference shall elect a further reserve at the Central Conference next following the time that the casual vacancy occurs. Any reserve so elected to fill a

casual vacancy shall hold office until and retire at the Central Conference at which the then current Trustees in question retire.

In the event of a tie in the election of a Trustee or reserve the decision between the candidates concerned will be by lot and the candidates concerned or the nominees on their behalf shall have the right to be present.

13(C) Trustees – Sergeants’ Central Committee

At the Sergeants’ Central Conference in 2005 and at each Central Conference held every 3 years thereafter, three trustees shall be elected to hold office for a period of 3 years until the end of Central Conference held in the third year following their election.

In the event of a casual vacancy occurring (for whatever reason) in the reserve trustees then the Central Conference shall elect a further reserve at the Central Conference next following the time when the casual vacancy occurs. Any reserve so elected to fill a casual vacancy shall retire at the Central Conference at which the then current trustees retire.

In the event of a tie in the election of a trustee or reserve, the decision between the candidates concerned will be by lot and the candidates concerned and a nominee on their behalf shall have the right to be present.

14. Ballots

The JCC or separate rank committees will have made the decision prior to Conference to hold ballots using either electronic voting equipment or paper.

If the decision is to use electronic voting equipment when a ballot is held, each delegate eligible to vote in the ballot shall be supplied with the appropriate electronic equipment which permits them to register an individual electronic vote. Clear guidance must be given to the delegate on how to register an electronic vote.

The number of electronic votes will be displayed on a computer terminal supervised by a Scrutineer. At the conclusion of the ballot, the votes cast shall be scrutinised by the Scrutineers, and the votes shall be counted. The result will be announced to the Conference. After the result has been announced the Chairman will call for the electronic voting data to be destroyed.

In the event of a malfunction with the electronic voting equipment, the Chairman will call for a paper ballot to be held.

When a paper ballot is held each delegate eligible to vote in the ballot shall be supplied with a ballot paper on which will be written or printed the names of the candidates. The voter will mark an X opposite the name of the candidate or candidates for whom he votes. The ballot papers will then be folded so that the names and marks cannot be seen and placed in the box provided for the purpose.

If the elector votes for more candidates than are to be elected or makes any mark or writing other than an X on his ballot paper, the vote or votes shall not be counted.

At the conclusion of the ballot, the ballot papers shall be scrutinised by the Scrutineers, and the votes given for each candidate shall be counted. Candidates may be present during the count. The result will be announced to the Conference.

If the scrutiny discloses any serious irregularity, the Chairman may order a fresh ballot.

The candidates who secure the largest number of votes shall be elected. If there is a tie in the election of members, the decision between the candidates concerned will be by lot in accordance with the Police Federation Regulations, and the candidates concerned or the nominees on their behalf, shall have the right to be present.

All ballot papers shall be destroyed at the end of the appropriate Conference unless Conference decides otherwise.

Postal ballots may be held in accordance with rules made at the time. The votes cast shall be counted by some of the Scrutineers at the preceding Conference.

15. Voting on Motions which Concern the Federation Funds

Non-contributing delegates shall take no part in any discussion or vote on any motion relating to the Federation Funds.

16. Voting on Motions

The JCC or separate rank committees will have made the decision prior to Conference to use either electronic voting equipment or

paper when voting on Motions.

If the decision is to use electronic voting equipment when a vote on a motion or amendment is held, each delegate eligible to vote shall be supplied with the appropriate electronic equipment which permits them to register an individual electronic vote. Clear guidance must be given to the delegate on how to register an electronic vote.

The number of electronic votes will be displayed on a computer terminal supervised by a scrutineer. At the conclusion of the ballot, the votes cast shall be scrutinised by the Scrutineers, and the votes shall be counted. In the event of a close result, the Chairman may call for a counted show of hands.

In the event of a malfunction with the electronic voting equipment, or the decision made by the JCC or separate rank committees prior to Conference was not to use electronic voting equipment, the Chairman will proceed straight to a show of hands, but where the Chairman's decision is challenged by not less than four members and Conference supports those members, then a count shall be taken. The Chief Scrutineer shall decide how the vote is counted.

On a motion or amendment being put to the vote a show of hands shall decide the result, but where the Chairman's decision is challenged by not less than four members and Conference supports those members, then a count shall be taken. The Chief Scrutineer shall decide how the vote is counted.

17. Report of the Central Committee

The Central Committee shall present a written report of its work for the year January to December and no verbal reports or updates shall be given unless, in reply to a specific question from the Annual General Meeting, or the Chairman deems it necessary.

It would be appreciated if prior notice could be given to the General Secretary if Branch Boards intend to raise a question, so that the necessary research may be undertaken.

18. Conference Arrangements Committee

The Constitution and Terms of Reference of the Conference Arrangements Committee shall be printed and published each year.

19. Chairman's Ruling

If the Chairman rises to call a member to order, or for any other purpose connected with the proceedings, the member speaking shall therein resume his seat, and no other member shall rise until the Chair is resumed. The ruling of the Chairman on any question under Standing Orders, or on points or order shall be final, unless challenged by no less than four members, and unless the majority of the delegates present vote to the contrary.

20. Misconduct

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

21. Absence without leave of the Chair

No member shall leave the Conference before the conclusion without the permission of the Chairman. The provisions of Regulation 32 of the Police Regulations 1987 may be invoked by the Chairman.

22. Smoking

There shall be no smoking in the Conference Hall.

Part B

Standing Orders

1. Conference Business

The Conference will proceed in accordance with the published timetable. Where, at the Forum, a presentation or debate takes place on topical issues, arrangements for speakers and the method of presentation shall be decided by the Chairman, in conjunction with the Central Committee. The Chairman may invite contributions from speakers who are not delegates to Conference. During or at the conclusion of the presentation a reasonable period of time should be allowed for delegates to ask questions or to make a contribution to the debate. No delegate should speak for more than 5 minutes, except with the permission of the Chairman.

Where the Forum is debating a topical matter, submitted as a motion, or where the Annual General Meeting is considering a motion or point of order, the Standing Orders listed below will apply, unless the Chairman rules otherwise. Such a ruling is subject to challenge under Conference Regulation 18.

2. Motions and Amendments (See CAC Circular No. 2/2012)

- (a) Having regard to CAC Circular No. 2/2012, the first proposition on any particular subject shall be known as the original motion and succeeding propositions on this subject shall be called amendments. Motions and amendments for debate shall be printed in the Conference Agenda. Every motion or amendment must be moved by a delegate to Conference, who is a member of the Board, Policewoman's Regional Conference or Central Committee in whose name the motion or amendment stands on the agenda.
- (b) All motions and amendments must be seconded and no delegate shall move or second more than one amendment to any motion, nor can the Proposer or Seconder to any motion propose or second any amendment to that motion.
- (c) All amendments to a motion must be formally proposed and seconded immediately following the proposing and seconding of the motion.

The mover of the motion shall open the debate and then the motion and all amendments shall be debated. At the conclusion of the debate a vote shall be taken on the amendments. If any amendment is carried, it will displace the original motion and will itself become the substantive motion. After the vote on every amendment, the surviving proposition shall be put to the vote as the main question and if carried, becomes a resolution of the Conference.

- (d) Motions shall be passed, rejected or remitted to the Central Committees for further consideration.

3. Selection of Speakers

Every member shall stand when speaking and shall address the Chairmen as 'Mr. Chairman' or 'Madam Chairman'. When more than one member rises to speak, the first to rise shall be given precedence, the decision resting with the Chairman, but the

member who rose immediately after the first one shall have the right to speak at the close of such member's address.

4. Speeches

No member shall be allowed to speak more than once on any motion under discussion or on a point of order except the mover of the original motion. Except by permission of the Chairman, no member shall speak for more than five minutes at one time other than the mover of the motion who may speak for ten minutes. Members wishing to raise points of order must first obtain the permission of the Chairman and must rise immediately the alleged breach has occurred. Any member may formally second any motion or amendment and reserve their speech until a later period in the debate.

5. Right to Reply

The mover of the original motion shall, if no amendment is moved, have the right to reply at the close of the debate upon such motion. When an amendment is moved they shall be entitled to speak thereon in accordance with Standing Order No. 4 and at the close of the debate on such amendment shall reply to the discussion, but shall introduce no new matter. The question shall then be put to the vote immediately, and no further discussion will be allowed once the question has been put from the Chair. The mover of an amendment shall not be entitled to reply.

6. Withdrawals

Notice of the withdrawal of a motion or amendment must be made to the Conference Arrangements Committee. However, a motion, which has been accepted by the Conference Arrangements Committee and published in an agenda, cannot be withdrawn except by permission of the sponsoring board or Conference. Once a motion has been moved and seconded before Conference, (the point at which the Conference Chairman invites the proposer and seconder forward to talk to the motion) then it cannot be withdrawn except by permission of Conference."

7. Closing the Debate

(a) Next Business. "Next business" may be proposed and seconded only by delegates who have not previously spoken at any time during the debate of the motion or amendment under consideration. No speeches shall be allowed and upon acceptance of this proposal, Conference will move to the next business on the agenda without any further discussion or vote

being taken. The mover will make the proposal from the rostrum, giving the reasons why it is being proposed, but no speech will be allowed. The Secunder must also second the proposal from the rostrum. Under no circumstances must "next business" be moved during the speech.

- (b) **Adjournment of the Question.** Any member who has not already spoken during the debate may move the "adjournment of the question" under discussion but must confine his remarks to that question of the adjournment and must not discuss any other matter. The mover of the motion upon which the adjournment has been moved shall be allowed the right to reply on the question of the adjournment, but such reply shall not prejudice their right of reply on their own motion. The time for the question to be reintroduced shall be determined by the Conference Arrangements Committee. The mover will make the proposal from the rostrum, giving the reason why it is being proposed, but no speech will be allowed. The Secunder must also second the proposal from the rostrum. Under no circumstances must the "adjournment of the question" be moved during a speech.
- (c) **Moving to the Vote.** "Moving to the vote" may be proposed and seconded only by delegates who have not previously spoken at any time during the debate of the motion then under consideration. The mover will make the proposal from the rostrum, giving the reasons why it is being proposed, but no speech will be allowed. The Secunder must also second the proposal from the rostrum. Under no circumstances must "moving to the vote" be moved during a speech. In the event of "moving to the vote" being carried, the mover of the original motion shall have the right to reply in accordance with Standing Order No. 5, before the vote is taken.

8. 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 member moving such suspension must clearly state the nature and urgency of their business, the number of the Standing Order affected, and the length of time (not exceeding 30 minutes) they he desires such suspension to last. At the option of the Conference a further extension may be allowed, but no suspension shall take place except by a majority vote of the delegates present.

Appendix C

Conference Arrangements Committee

Constitution

1. Except as allowed by paragraph 1 of the Conference Arrangements Committee's terms of reference, the Conference Arrangements Committee shall be independent from the Central Committees, and no delegate shall seek appointment to the Conference Arrangements Committee or as a reserve to the Committee if they intend to seek appointment to the Central Committee, or as a reserve to those Committees, or vice versa.
2. The Conference Arrangements Committee shall consist of ten members, namely three persons of each rank and one reserve member, who shall be elected on the following basis:
 - (i) London Forces: One person of each rank
 - (ii) Provincial Forces: Two persons of each rank
 - (iii) Reserve Position: One member
3. Elections for appointment to the Committee shall be held triennially.
4. All appointments to the Conference Arrangements Committee shall be from Conference delegates.
5. To fill any vacancies that may occur, elections of reserves shall be made triennially as follows:
 - (i) London Forces: Three reserves to each rank
 - (ii) Provincial Forces: Three reserves to each rank
 - (iii) Reserve Position: Three reserves

To fill any vacancy the first reserve shall be appointed as the sitting member for the remainder of the term of office. The remaining reserves shall then move in numerical order with the second reserve becoming the first reserve and the third reserve the second reserve.

The vacancies occurring amongst the reserves shall be filled at the next Central Conference and the reserve elected shall be the third reserve. In the event of two vacancies occurring, the member receiving the highest number of votes shall be the second reserve and the next highest the third reserve. All reserves shall seek re-election at

the next triennial election.

6. All elections, with the exception of the policewomen, shall be held by postal ballot, subject to the wishes of any Separate Conference. The reserve position member and reserves thereto shall be elected at the relevant triennial election.

Terms of Reference

The Conference Arrangements Committee is responsible for arranging the day-to-day business and running of the Annual General Meeting.

The Joint Central Committee is responsible for setting the topics for debate, the themes of the Forum and Motions to be debated which refer to such subjects, and in consultation with the Conference Arrangements Committee will be responsible for setting the time table for the forum.

The Conference Arrangements Committee will be responsible for the acceptance for debate of emergency motions and their decision will be final.

The Conference Arrangement Committee is responsible for accepting or rejecting motions received for the Annual General Meeting and their decision will be final.

1. Motions for the Annual General Meeting will be received in accordance with the "procedure for implementing policy proposals from Branch Boards". (See CAC Circular No. 2/2012).
2. The Conference Arrangements Committee will be responsible for accepting or rejecting amendments relating to motions for the Annual General meeting. Where the sponsoring board to a motion accept the amendment to a motion, the motion will appear in its amended form in the Conference Arrangements Committee's report. Therefore all amendments will be published in the Conference Arrangements Committee's Third Report and it will be the responsibility of the original board to inform the Conference Arrangements Committee, before their fourth meeting, of the acceptance or rejection of the amendment.

Amendments that are not accepted by the original board may be included for debate at the discretion of the Conference Arrangements Committee, whose decision is final.

3. The Conference Arrangements Committee may recommend:
 - a) where appropriate, the compositing of motions and amendments which have the same objectives
 - b) that motions dealing with similar subjects be dealt with by one debate, and
 - c) where a policy proposal from a Joint Branch Board to the Joint Central Committee has not been resolved within six months of receipt, the CAC may accept a properly formulated motion to the AGM notwithstanding the fact that the normal procedure has not been complied with.
4. The Conference Arrangements Committee may reject a motion or amendment:
 - a) that is not accompanied by notification of rejection from the General Secretary. (See CAC Circular No. 2/2012) or
 - b) which, having been debated at the preceding AGM, was lost, or
 - c) which was carried at the preceding AGM, or
 - d) which has been remitted at the preceding AGM except those which have not been debated through lack of time, or the relevant Central Committee subsequently decided to take no action, or
 - e) which is of local nature, or
 - f) which in it's opinion is of such a nature that it does not warrant open debate.
5. The Conference Arrangements Committee may refer back to the originating board for clarification, a motion or amendment that is ambiguous or contains apparent error, without prejudice to its acceptance for the Annual General Meeting of that year.

The Conference Arrangements Committee may place motions or amendments before the Annual General Meeting on matters peculiar to the Conference Arrangement Committee.

6. Elections will be held triennially.

Exhibitors at Conference 2012

- 1 & 2 **Voice Mobile** provides mobile phones and other communication devices to businesses and consumers across Britain, handling mobile contracts and upgrades and supplying about 12,000 handsets to customers each year. To provide mobile solutions on a corporate level to police federations throughout England and Wales. We also offer exclusive personal solutions to Federation members also as part of members' services.



10C **Linder Myers**



Linder Myers is delighted to offer specially tailored legal services at reduced rates to members and families of the Police Federations of England and Wales.

Linder Myers has been working with affinity groups since 2001. We represent the legal services for a number of Affinity Groups with a combined reach of 500,000 members across England and Wales.

Linder Myers was established in 1922, and is now one of the leading firms in England and Wales. With a combined wealth of experience and dedicated departments across the legal spectrum, we offer advice and support on a local, national and international level. We have a presence in England's shire counties with offices in Lancashire and Shropshire and future regional growth is planned as part of our expansion strategy.

11C **WL Gore**



GORE manufacture the world leading durably waterproof and breathable GORE-TEX® fabrics used in protective clothing by law enforcement agencies around the world to protect their officers. GORE work closely with constabularies to provide a range of protective products using GORE-TEX® fabrics.



12C **Roland Smith Ltd** is a Police Mutual Company. We have been working closely with Police Federations, writing both Group Scheme and Home and Motor insurances for nearly 50 years. We are a quality and service based organisation that employs 85 experienced staff in our offices in Liverpool.



13C **Police Mutual** is a mutual society, dedicated to helping Serving and Retired Police Officers, Police Staff and their families with their financial wellbeing. Set up by the Police in 1922 for the financial welfare of Police Officers, Police Mutual is a leading provider of Financial Services and welfare support to the Police Service. Today, with over 210,000 members, Police Mutual is the UK's largest affinity friendly society. It offers a full range of financial planning help and services and shares its unique insight into the Police market by collaborating with forces across the UK to promote financial health and wellbeing.



14C **NARPO**
The National Association of Retired Police Officers (NARPO) is the voice of retired police officers, safeguarding their rights and promoting measures for their welfare particularly regards pensions. Free advice to members on issues including pensions, state benefits, tax and information technology.

15A **HAIX Schuhe Produktion**



HAIX is the world's leading manufacturer of functional footwear for fire services, law enforcement, rescue, and military task forces and has also increased its presence in the forestry and leisure/outdoor sector.

In Los Angeles, Moscow, Hong Kong and Mexico City - in fact, wherever firefighters are on duty, wherever people need rescuing, wherever people need to totally rely on their footwear to get the job done - high quality boots from HAIX have become an indispensable piece of equipment.

The specialist for innovative footwear located in Mainburg, Germany employs over 800 people worldwide and in 2011 produced around 670,000 pairs of shoes.

16A **Police Insure**



Police Insure have been working in the Police market for over 9 years and are a subsidiary of Advantage Insurance Centres Ltd, who have been Insurance Brokers for 19 years.

They are a rapidly expanding company and already work with over half of the Federations across the length and breadth of the Country and are totally committed to ensuring that the service provided to all of their clients is second to none. They provide excellent quotations and service on all home, motor and motor cycle insurance.

17A, 18A **Fiat Group Affinity Scheme**



Fiat Group Automobiles are one of the leading vehicle manufacturers in the world, producing a range of ingeniously designed vehicles within our extensive brands. Our portfolio includes sports models steeped in motoring history with exquisite Italian styling, extending to more flexible solutions with designs proving you don't have to be boring to be practical.

The Group take their environmental responsibility seriously, developing simple and ingenious solutions such as the TwinAir engine, voted International Engine of the Year 2011. The TwinAir engine also won Best New Engine 2011 and Best Green Engine 2011 awards. Last year the Group once again recorded the lowest level of CO2 emissions by vehicles sold in Europe, as certified by JATO Dynamics, the world's leading automotive consultancy and research firm. Supporting Police Federation Members, retired Officers and Police Staff, our Fiat Group Affinity Scheme provides the benefit of purchasing new Alfa Romeo, Abarth, Fiat and Fiat Professional vehicles at exclusive prices. For details of the latest Scheme offers and for product information make sure you come and see us at the Conference. In preparation for Summer we have a fabulous Fiat 500C convertible on display and when you visit why not enter our free competition where you could win a Fiat 500 for a week! (Terms and conditions apply, available at the Fiat stand)

19B **Webm@sters (Ireland) Ltd** have been delivering web based services to the UK policing community since 1999. We are uniquely placed to assist Federations with their online requirements due to our background in policing and our wealth of knowledge from within the IT sector. We provide a complete package of services to take the hassle out of managing your internet site.

Webm@sters Ireland Ltd
at the cutting edge of technology

20A **Tracesmart** provide a range of fraud detection, prevention and investigation tools; these include TracelQ which will be showcased at the Police Federation Conference.

TracelQ is a powerful online fraud investigation and people tracing tool which is driven by a wealth of consumer data including Electoral Roll information, landline and mobile telephone numbers, insolvency records and property ownership details to name but a few.

Providing you with extensive intelligence to assist with your investigations, TracelQ offers a wide variety of features which will help you to:

- Reverse search telephone numbers
- Verify mobile numbers are valid, live and their geographic location (country level)
- Establish links between individuals

For a demonstration of the system and to find out how you can claim your free trial, please visit the Tracesmart team on stand 20A.



21A **Hanson Wealth Management**

We are Chartered Financial Planners, one of less than 250 practices in the UK who have been awarded this prestigious designation. It is a reflection of the quality of the service we offer our clients. We have been providing independent financial advice to the police community for many years now with our in depth knowledge of their unique circumstances. We specialise in arranging low cost, tax efficient investment portfolios with solid performance records.



22C **Philip Williams & Company** are specialist providers of Police Federation Insurance Schemes and have provided innovative and quality products for over 35 years. The company offers unrivalled service and experience together with the most comprehensive group insurance packages available, including exclusive products such as Denplan and Home Emergency Assistance.

23C **Consumer Credit Counselling Services**



CCCS is the UK's leading debt advice charity. We offer a free comprehensive service and look at you, the person, not just the problem. We're here to help every step of the way until you become debt free.

28A **Cooneen Watts and Stone**



Specialist jobs need equally specialist equipment to help them get the job done. At the Cooneen Group, we are at the forefront of new technologies and supply over 3 million state-of-the-art garments and personal protective systems to the Police, Military, Utility and Civilian work-wear markets. The Cooneen Group offer a unique design service to meet our customers specific needs incorporating the latest fabric technologies and a wide range of ballistic, stab and spike solutions to NIJ, HOSDB and ISO Standards.

29A **Police Federation Mortgages**



We have provided mortgage advice for thousands of police officers over many years now. Our state of the art technology allows us to scour the whole of the market in minutes to find the best rates available. We can save officers and a staff a small fortune as well as taking away all of the hassle involved with finding a suitable mortgage. We can do all of this by telephone and email making our service super convenient for police officers.

30C **No1 Copperpot Credit Union**



No1 Copperpot Credit Union is a member focused financial business that operates exclusively for the benefit of the police family. You can expect a healthy return, flexibility and security on all your savings. Similarly, our loans are straightforward with no hidden costs or charges. We provide a range of tailor-made savings accounts, loan products and other financial services that are exclusively for their members.



31C **National Police Memorial Day** is a registered charity and was founded by Sergeant Joe Holness QPM, in order to honour colleagues who have been killed or died on duty. For many, the day has become an annual pilgrimage to recognise the best of all human qualities – selfless and devoted courage – their sacrifice will never be forgotten. The day has grown to be an important event, with HRH the Prince of Wales becoming the Patron in 2006. Please support the charity by visiting our stand at Conference.
nationalpolicememorialday@polfed.org
www.nationalpolicememorialday.org



35A & 36A **Pattinson & Brewer** are proud to have assisted Police Federation Members, and their Families, for over 30 years. With a number of Offices we are able to offer Advice and Assistance to Members, and their Families, on Personal Injury, Employment, Clinical Negligence and Crime / Discipline matters.



37A **Police Credit Union** is a not for profit financial services organisation which serves the police family of England & Wales through a network of branches. We offer simple savings products and a range of competitively priced unsecured loans, mainly through payroll deductions.



38A **West Midlands Police Federation Member Services** offer a fantastic range of discounts including huge savings on vehicles, holidays and days out, available to all Police Officers and their families. View our discounts at
www.westmidspolfed.com.



Visit stand 38A for details of the **Citroën Affinity Scheme**, as well as our charity raffle in aid of Children Today, where you could be the lucky winner of holiday vouchers or an iPad3!



- 39A **BMW** Group offer a preferential benefits programme to Police Officers, Staff and retired Police personnel. For more details on the UK Forces scheme or the favourable rates available on new BMW or MINI, visit the team on stand 39A or call 020 7514 8606.

40A **BAWP**



BAWP's aim is to enhance the role and understanding of the specific needs of all women in policing. We provide the female perspective on issues of concern, can advise organisations and individuals on the implementation of gender-related policies and practicalities, and work in collaboration with all the staff associations and other support associations.

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- 41C **Oxford University Press** is the leading provider of UK police books for professional development and promotion. OUP's respected portfolio of print and online products caters for serving police officers of all ranks as well as lawyers involved in police work and students of police studies and criminal justice. Titles range from accessible, practical law guides in core areas of policing such as covert investigation, PACE and crime scene management, to comprehensive police law texts for examinations and promotion, as well as more specialist, in-depth works on policing policy and practice. www.oup.com/uk/policing



42C **Vauxhall Partners Preferential Offers**



You and your family can save money off the list price of a brand new Vauxhall, including the new Astra GTC. Visit: partnersprogramme.co.uk and use the login: POLFED, call the Partners Helpline: 0844 875 2448 or visit your local Retailer for more details on our offers.

- 45A The **Police Dependants' Trust** provides financial support to police officers and their families in the event of that officer being killed or seriously incapacitated while on duty. Since it was founded in the 1960's, the Trust has given more than £45 million to some seven thousand beneficiaries. The Trust has to raise around £2.5million each year to continue supporting the many hundreds of officers and their dependants who apply for financial support each year.



- 46A **Rossendales Ltd** has been the leading providers of nationwide Bailiff and Warrant Services to Local and Central Government and the Public Sector since 1972. We pride ourselves on delivering an efficient, effective and quality based enforcement via Field Based Enforcement Agents. Rossendales Ltd are underpinned by BSI ISO Standards, OHSAS, Investor in People (Silver Award), Equal Opportunities and have memberships to the relevant professional Associations
Be Part of the Team



- 47A **Police Roll of Honour Trust** is a charity founded in 2000. It exists to ensure that all Police Officers who die on or in the line of duty are remembered for their service and sacrifice. The Police Roll of Honour Trust support the construction and dedication of a permanent national memorial at the National Memorial Arboretum in Staffordshire.
www.policememorial.org.uk



- 48A **Unity Trust Bank** is proud to be the bank of choice for the majority of Police Federations. Unity provides day-to-day full banking related facilities together with a dedicated Relationship Manager and an award winning customer service team. You can also benefit from dual authority Internet Banking, giving your Federation the right banking solution, in order for you to concentrate on achieving your goals. www.unity.co.uk.



49A **Narconon Drug Rehabilitation**



Narconon is a non-profit drug rehabilitation programme dedicated to eliminating drug abuse and drug addiction through drug rehab, drug information and drug education.

50A **Payplan**



Payplan have been assisting Police Federation members for more than 20 years.

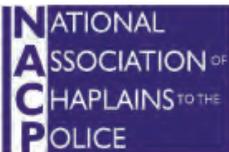
All of the advice and debt solutions we provide are entirely fee-free for the Police Officer, whilst a confidential, independent, and impartial service is assured."

51C **The Police Firearms Officers Association**



Established in 2009, the PFOA has been created to provide comprehensive support for firearms officers and their families and acknowledge the outstanding work carried out by firearms officers across the UK. We are an independent association and registered charity that provides support and care for our members and families. We have over 3000 members including firearms commanders and advisors, and many who previously worked in operational firearms work. We are a non-profit making, non-political association and enjoy the support of ACPO, NPIA, and the Police Federation.

52A **Police Chaplains**



Police work is always difficult, often daunting and sometimes dangerous. Police Chaplains are available for anyone who needs us in whatever way that might be regardless of faith or belief.

We aim to

- Support and encourage all staff and their families
 - Be a friend, a confidante and occasionally an advocate
 - Respect, reflect and celebrate the diversity of belief within the service and wider community
 - Value each individual member of the service
 - Help staff to release their full potential
-

54A **Police Rehabilitation Centre**



Our mission is to provide a high standard of individually planned, intensive, rehabilitation and convalescent care programmes for sick and injured, serving and retired police officers. Through an ever increasing range of specialist intensive treatments and care services, the focus of everyone working at Flint House is on assisting officers back to duty quickly, effectively and with long lasting results.

54A **The Police Treatment Centres** provide



intensive physiotherapy, complimentary and recuperative treatments for injured and ill police officers. The charity has two centres: St Andrews in Harrogate and Castlebrae in Auchterarder. Both are equipped to the same high standards and provide rehabilitation and fitness facilities, treatment pools and gymnasiums, among other facilities. The centres provide services for serving officers in the northern counties of England and Wales, Scotland and Northern Ireland, as well as BTP, the Civil Nuclear Constabulary and the MOD Police. Where capacity allows, treatment is also provided for retired officers. Application forms are available from the force occupational health/welfare departments and staff association representatives, or from the charity's website.

55A **Police Money Matters (PMM)** has over 11



years experience with the Police Family. Now successfully embedded in all parts of the UK, PMM runs Pre Retirement courses across the country and our specialty is the renowned success of investing Police Officers' funds. We work in partnership with the ICC, the PFNDF, the Reserve Seat, the Police Federation Northern Ireland, and the Strathclyde Police Federation. Visit our stand to receive your copy of our newly launched PMM Pension Road Map to Police Retirement and take part in our free raffle.

- 56A **Merlin Entertainments Group** operates an international Portfolio of attractions, among them many of the world's Best known brand names — Alton Towers Resort, Legoland Windsor, Chessington World of Adventures Resort, Thorpe Park and many more!



Discounted tickets are available all year round for UK Based attractions through Staffordshire Police Federation. www.staffordshire.polfed.org

- 57A **DJ Talbot & Associates Ltd** provides IT support and consultancy services. We provide IT support to over 50 Police Federation offices across the UK including software management, database development and day to day IT support.



- 58A **George Burrows** has been arranging personal protection policies to members of the Police Service for over 47 years. George Burrows arranges many insurance plans on a group basis including Life, Assurance, Critical Illness, Personal Accident, Sick Pay, Travel and Legal Expenses.



- 59A **George Hay & Company** has been the Police Federation auditors since 1955 and thus is uniquely placed to understand and appreciate, long standing federation tradition. George Hay & Company are chartered accountants strongly specialising in all main stream aspects of taxation and police related financial matters.



- 60C The **Police Healthcare Scheme** provides private healthcare at affordable rates to police officers and their families, giving them peace of mind when wanting to access the best medical treatment. PHS is the largest independent police healthcare scheme in the Country and works with BMI Healthcare and Nuffield Health to provide a comprehensive spread of hospitals throughout Great Britain. For more information visit Stand 60C.



61A **Logo Design & Marketing**



Logo Design & Marketing are experts in branding and corporate communications with a very diverse portfolio of clients in both the public and private sectors. Based in South Devon and established for 35 years their 24 staff comprise designers, website developers and project managers. The Constables' Central Committee selected them to design a new identity and also the new Constables' website which is being launched at the conference.

62A **Contrac** are a Business Services organisation,



specialising in Print Consultancy, I.T. Supplies, Promotional Products, On-Line Mailing, and Managed Print Services, for companies and organisations as diverse as Greater Manchester Police Federation, the NHS, Jewsons, National Oilwells, No1 Copperpot Credit Union, O2, the Marks & Spencer supply chain, ATS, and many more. Please call at our stand, 62A, to find out what we could offer you.

63A & 64A **Russell Jones & Walker, part of Slater & Gordon Lawyers,**



has been working with the Police Federation for over five decades, representing Police Officers in personal injury, defamation and employment claims, against claims of misconduct and criminal behaviour and in family law matters. We've unrivalled experience of winning cases, protecting your job, your income and your reputation.

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