

NATIONAL EXECUTIVE COMMITTEE
MINUTES

Date of Meeting Wednesday 5th to Thursday 6th July 2023

Time: From 2pm 5th July to 1.30 pm 6th July

Venue Hatherley Manor Hotel, Gloucester

Minute Taker CEO Alan Lees

Quorum Yes

Chair Richard Critchley

Attendance

Members

Name	Position	Present (P)/Apology (A)
Mr R. Bird		P
Mr. B. Burdus BA		P
Mr N. Burrows		P
Mr. R. Critchley	Chairman	P
Mrs. S. Evans BSc (Hons)		P
Mr. B. Haley		P
Mr. D. Jeans		P
Mr. R. Jones		P
Mr. M. Judson		P
Mr B. Mabbutt		P
Mr R. Michaelides		P
Mr. A. Orchard		P
Mrs. K. Rowley QPM	Vice Chairman	P
Mr. A. Ramiz		P
Mr. R. Watson		P
Mr. P. Van Tromp		P
Alan Lees	Chief Executive Officer	P
	Deputy Chief Executive Officer	A
Richard Atkinson	Financial Controller	A
Sophie Maxwell- Clayton	Marketing Manager	A

Observers- none

Name	Position

1. Welcome by Chair

Richard Critchley welcomed Members to the meeting.

2. Attendance

3. Apologies

4. Declaration of Interests

5. Minutes From Previous meeting 10th and 11th May and any matters arising.

The Minutes were agreed with an amendment to the item on NARPO House. There were no redactions.

6. Matters arising

**7. Governance and Regulatory Report
Given by: Richard Critchley**

Paul Mathews (PM) from WHN Solicitors attended the meeting by Teams and a discussion took place on the draft Articles and Rules, based on the existing Rules, he had prepared and previously circulated to the NEC.

London Branch had sought its own legal advice and had provided PM and the NEC with some questions, to which PM would reply separately.

It was agreed that members of the NEC would feedback their views on these draft documents to the CEO by 13th July, so these could be forwarded to the PM. PM would then create revised iterations of both documents which would be sent to Branches for their feedback. These revised versions can be shared by London Branch with their legal adviser.

As part of the ongoing consultation process, it was agreed to hold a further five seminars to be held in August. These would be at the following locations- Wetherby, Haydock, South Birmingham area, Bristol and Reading.

These will be for Branch Chairs, Secretaries, and this year's Conference delegates. The NEC will also be invited to attend.

8. Finance Report

Given by: Richard Atkinson

- RA had prepared a report and revised version of Accounts, which had previously been circulated. The changes were due to the adoption of accounting standard FRS102. The NEC approved the revised version.
- As a result of the revised Accounts, RA had also prepared a revised budget for 2024. The NEC approved the revised version.
- RA had produced a report on the current finances up to June 2023 which was noted.

9. Human Resources Report

Given by: CEO

- The CEO gave a verbal update on the meeting of the Secretariat which had taken place that morning-
 - Deputy CEO- the DCEO had resigned from NARPO, and a recruitment process will commence to fill the vacancy.
 - Business Support and Training Administrator- This role was identified in the Review of Office Roles and Responsibilities. The person who was appointed as the Business Support and Training Administrator had left NARPO. Consequently, a member of staff from the Front office has asked to increase their hours and has taken on this role. Another member of staff has asked to increase their hours to support the new working arrangements. The CEO will keep this under review.
 - Training – a member of staff has asked if NARPO can assist in support for professional qualifications. Following a discussion, there was an agreement in principle, subject to the CEO obtaining further information.
 - Apprenticeships- BW raised the issue of using Apprentices to support NARPO. This would be something the CEO and NEC would consider.
 - Succession planning and staff development- Roles in the office are specific, so there is a need to share knowledge, if someone leaves. Staff in the office do not have vertical promotion, but there are opportunities for development in role and training is provided to support them.
 - Disability Confident- BW stated there was an opportunity for NARPO to become Disability Confident which would attract people with disabilities to be employed by NARPO. The starting point is ensuring NARPO HQ is accessible, which is part of the ongoing building works.

- CEO- ex gratia payment. - In recognition of the additional work the CEO has undertaken, the meeting agreed to make an ex-gratia payment, subject to NEC approval

The NEC noted the update and agreed the ex-gratia payment.

10. Long and Short-Term Strategies

- Long term strategies
 - Welfare- BH presented a paper and updated the meeting. The main areas of work are-
 - DRUK- received an updated list of key resources and they have requested a further survey. BH will pull together an annual survey based on other agencies' requests and NARPO.
 - A-Z booklet of partner organisation contacts to be distributed when ready. This will be formed from the welfare partnership list and posted on the national website so Branches can print off a copy.
 - Networking - organise a welfare partner list. SMC will arrange meetings with smaller organisations, and BH will attend national partnership opportunities. There is interest from partners on a survey to all members, questioning thoughts on the retirement process, the impact on Mental and Physical Health leaving the force and the welfare support NARPO provides.
 - Pensions. The CEO updated the meeting with progress on Police Pensions issues, including Widows /Widowers Pension campaign through Connect and the McCloud /Sergaent remedy which NARPO is progressing through the Scheme Advisory Board.
 - Membership. The CEO gave an update on Membership, which is under the Agenda item of Marketing.
 - Brand Toolkit has been circulated to Branches.
- Short term strategies-
 - Police Covenant-The CEO gave an update. The key issues are-
 - The Police Covenant Annual Report has been published and within it there are three new Priorities for 2023/24 which have been agreed by the Oversight Board. Following work with NARPO and the previous Policing Minister, Kit Malthouse MP, there is a specific objective of;

‘Identify and implement a package of measures for individuals who have left the police workforce’

- NARPO will contact the Home Office, through Connect, for them to arrange a meeting with the Policing Minister on how the Association can support this objective’s delivery.
- The NEC agreed that NARPO produce a Police Covenant document which defines what NARPO is about and the key asks/ tangibles for Police Covenant and the specific objective on people leaving the police workforce. This would be given out at the Conference in September and at subsequent Conferences NARPO attends, which will be the Police Superintendents in September and Police Federation in October.
- It will also be given to key stakeholders to get support for NARPO’s work as part of the Police Covenant

Action. CEO and SMC to produce a Police Covenant document

- The President, Vice President and CEO have a meeting with the Police Federation scheduled for 25th July to discuss the Police Covenant and other matters of mutual interest.
- The CEO had taken part in the most recent meeting of the Police Covenant Consultation Group which discussed Learning and support for families. The minutes from that meeting are on the website- [Police Covenant Consultation Group minutes - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- Through Connect, NARPO will continue its request to be on the Police Covenant Oversight Board.
- BM suggested that local Branches can become engaged through their local MP’s. This would be part of the work with Connect.
- Estate- NARPO House. The CEO gave an update from the Project Manager on the progress of works which commenced on 19th June. The works are on time and on budget, with the office expected to fully reopen after the August Bank Holiday. The NEC will continue to look towards more appropriate premises in the future.
- NARPO website- The CEO gave an update on progress. The NEC was shown a test of the new website and changes. Their feedback will be given to SMC. There will be minimal impact on Branches and SMC and Angela will provide support to them.

11. Marketing Report
Given by: CEO

- NARPO News
 - Issue 115 is complete and ready to print. The issue features the photo competition winner announcement, a guest column from the head physios at the PTC and lifestyle features on enjoying the last of the summer days, with special garden and DIY features from RHS and Men's shed association.
- New Horizons
 - The June New Horizons went out to 56,357 members on June 22nd. The Travel insurance update received the most interaction with 7,628 click throughs. The newsletter also covered new member benefits and an update on McCloud/ Sargeant.
- Advertisement and New Partners
 - All advertisement streams are now fully booked for the remainder of the year. SMC in discussions with the following to join on as partners in 2024. Fred Olsen Travel, Serve & Protect and Police Insure.
 - Metfriendly have booked for a solus email in October.
 - In discussions with World Privilege Plus (similar to Blue Light Card) on a membership discount.
- Conference/Annual Report
 - Annual Report has been finalised and includes an amended map as requested.
 - Honours Video and Photography competition videos are underway.
 - Cyber security awareness cards have been created, to be handed out at conference.
 - The Bereavement Booklet has been updated.

The NEC thanked SMC for all her hard work.

Travel Insurance

- CEO gave an update. The Fit to Travel (FTT) Scheme started on 1st June and, as of 26th June, 278 NARPO members have joined. CSIS followed up all those members who registered their interest prior to the launch of the scheme.
- Where the FTT scheme has not been available CSIS looked to provide individual single trip or annual coverage, resulting in 44 of these taking out a policy.
- The CEO and CISS have discussed the availability of a scheme for those outside the current age range. This has been raised with the underwriters. The position is

that this may be revisited depending on the take up and success of the FTT scheme.

- Members have given positive feedback to CSIS on the new scheme.

Conferences

- Police Federation Conference 2023. This will take place on 10th and 11th October in Manchester. RC, KR and SMC will attend.
- Superintendents' Association Conference 2023. This will take place between 11th to 13th September at Stratford. RC, KR and SMC will attend.

12. Report of Conference Planning Group

Given by: Kate Rowley

- Update by Kate Rowley
- The following Motions and Amendments discussed were-
 - Motion 1- NEC -Incorporation- Rules changes
 - Eastbourne Amendment to Motion 1- accepted and supported by NEC
 - Motion 2- NEC- Incorporation- NARPO to become a company limited by guarantee.
 - London Branch Amendment to Motion 2- accepted, but not supported by the NEC
 - Birmingham -Proposal for an Independent Standards Panel- not supported by the NEC
 - Warwickshire-NARPO House-supported by the NEC
 - Dorset- Membership- not supported by the NEC
 - London- Business Plan- not supported by the NEC
- A query was raised regarding the necessity of Motion 1. Following a discussion, this was referred to the solicitor advising the NEC.
- There will be a NARPO Stand which will be a collection point for NARPO diaries and calendars. No NARPO merchandise will be on sale.

13. Report of Training Coordinator

Given by: Bill Haley

- A paper from the Training Coordinator was discussed. The key issues decided were-

- Branch Officer Course-. The next course will be at Barnsley from 10th to 12th October 2023. It was agreed that the number of delegates would increase to 42 to ensure new Branch officials could attend the first available course.
- Welfare Representatives Courses- a course had taken place in June with 28 attendees. There had been positive feedback. It was agreed that the evaluation forms would be given to the NEC members running the course at its conclusion. There was also a discussion on who should attend these courses and the criteria to be selected. HQ has a Spreadsheet of applicants. The next course will be in the North in October.
- MHFA training- there are 77 people who have requested this training. The next course will be in July. There has been an issue with the number of ‘no shows’ and it was suggested to consider recharging as Police Mutual is delivering the training. Angela Calvert will send chaser emails to those attending.
- GDPR- New courses have been arranged, which is one-hour Online training. 90 members have taken up the training so far, with more to follow. Online courses will be arranged for new Branch Officers with Affinity Resolutions which deliver this training.
- Treasurer training- 40 people have requested training. This will be progressed by BH and RA

14. Pensions

Given by: CEO.

- Widows/Widowers Pension for Life –. NARPO will continue its campaign with Connect.
- Pensions remedy- there ongoing discussions with the SAB regarding the McCloud/Sergaent remedy. Forces are sending letters to those on ill health retirement pensions and NARPO is in contact with NPCC on this issue. There will be some Rejoinder advice given to Forces by NPCC. However, this will take place after a meeting with the Minister. The NPCC will report back after that meeting.
- NARPO Pensions Board- there was a meeting on 26th June. The main items discussed were McCloud Sergaent letters to ill health retirees and XPS delivery issues. The CEO will meet with Graeme Hall from XPS on 10th July to discuss the delivery issues and communications regarding the Remedy.

15. Public Service Pensioners’ Council

Given by: CEO

- The rescheduled EC meeting and AGM will be held on 26th July in London which the President and CEO will attend. It is producing a Manifesto and

reviewing its strategy and work programmes e.g., State Pensions Triple Lock, Benefits price indices, WASPI, Pensions Credit, Intergenerational Fairness. Healthy life expectancy. Other areas include McCloud/ Sargeant and its impact and implications.

16. Parliamentary /Media

Given by: CEO

- The CEO has met with Connect and the new account contact for NARPO
- Connect also support NARPO through its partnership work with Later Life Ambitions, the key issues being-
 - Triple lock and cost of living.
 - Intergenerational Fairness Pensioner Manifesto
 - Commissioner for Older People in England and Scotland
 - Social Care- national social care service
 - Digital inclusion
 - Pensions- Triple lock, raising of state pension age.
 - Housing- accessible housing
 - Transport- increased investment in concessions for local bus and rail services.

17. Regional Matters

- AR raised an issue regarding some finance queries from one of his Branches. RA will reply to the Branch.
- NB raised the Police Pensioners Housing Association (PPHA) which is available to all retired Police officers. They advertise in LPP and perhaps there is an opportunity to advertise in NARPO News. SMC will make contact with PPHA

18. Policies

Given by: CEO

- HR policies. The CEO has completed these.

19. Data Protection

Given by: CEO

- No issues to report

20. AGE

Given by: BB and RJ

- AGE UK- BB gave an update. The last meeting was 4th July , and the notes will be circulated. The main issues were the recent National Pensioners Convention conference, and update on AGE International, Digital exclusion. The next meeting will be on 7th November.
- Wales Seniors Forum - RJ gave a verbal update. The main issues were primary care for the elderly and AGE Cymru's work on Blue Badges and Dementia Support.

21. Police Charities

Given by: BM, CEO and AO

- Police Treatment Centre -BM provided a paper and update following his attendance at the PTC AGM in June. He said that 8,335 retired officers donated to PTC which is up 10% on last year but only 45,954 serving officers donated which is a reduction on the 46,217 serving officers in 2021. 391 retired officers were treated in 2022 as opposed to 219 in 2021.
 - PTC CEO asked those present to encourage more serving and retired officers to donate and thereby receive treatment when necessary. The Trustees will have to consider opening the PTC to Border Force and other police associated organisations.
 - BM asked each NARPO region which use the PTC to actively encourage retired Police officers to donate.
 - The CEO provided an update from the recent PTC Strategic Workshop. One issue is the admission of Retired Officers to the two-week Physio Programme. It was decided not to explore this proposal. Another was in relation to having a standalone PTSD Course. It was decided not to have one but continue to work closely with Police Care UK.
- Police Rehabilitation Centre- AO gave a verbal update. There will be an extraordinary meeting in September. The key issues are the numbers of donating serving officers.
- Police Care UK- AO had resigned as a Trustee. The Board of Trustees is reviewing their Trustees. Once they have completed the review, they will update NARPO. The Board appreciates the working relationship between the Charity and NARPO
- National Police Memorial Day Wales 2023- Sunday 24th September- It is the 20th Anniversary this year and there will be a concert the night before. NARPO

could provide support to this event. It was agreed in principle to support this event and RC would progress.

- Scotland 2024- Sunday 29th September
- Police Memorial Charity- Police Roll of Honour Trust- RC gave an update.

22. Historical Enquiries

Given by: RC

- A verbal update was given regarding the IOPC report into Hillsborough.

23. Any other urgent and non controversial business

None

24. NEC Meetings 2024

14th February 2024

Cleveland- Guisborough Hall

8th May 2024

London – Tower Hotel

10th July 2024

Staffordshire -National Memorial Arboretum. Hotel accommodation needs confirming.

13th November 2024

Bedfordshire Hilton Garden Inn Luton North

25. Date of Next Meeting

Date	Venue	Time
8th November 2023	Crowne Plaza, Nottingham	2pm