



Cleveland Police Federation  
**2017 annual public value report**

# Your Cleveland Police Federation representatives

Name	Conduct	Advocacy course	Equality	Health & safety	Strategic H/S	Media	PIM	Medical pensions
<b>Mark Richardson</b> Secretary	●	●	●	●	●		●	●
<b>Andrea Breeze</b> Chair	●	●	●			●	●	●
<b>Richie Murray</b> Treasurer	●	●		●			●	●
<b>Matt Kenning</b> Vice Chair	●		●	●		●		
<b>Steve Alstead</b> Hartlepool	●	●	●	●	●		●	
<b>Charmaine Imeson</b> Wynward			●					●
<b>Phil Dawson</b> Middlesbrough	●							
<b>Glen Teeley</b> Middlesbrough	●							
<b>Dale Darby</b> Custody	●	●		●			●	●
<b>Dave Chard</b> Custody	●		●	●				●
<b>Carl Broughton</b> Stockton			●	●				●
<b>Mark Dimelow</b> Middlesbrough			●					
<b>Jim Forster</b> HQ								
<b>Nick Owen</b> Stockton	●			●				

All reps complete an initial training course at the Police Federation of England and Wales' headquarters in Leatherhead. Mark Richardson, Andrea Breeze, Richie Murray, Steve Alstead and Dale Darby provided on-call cover for members. The Trustees were Phil Dawson and Carl Broughton.

# About Cleveland Police Federation

Cleveland Police Federation is a branch of the Police Federation of England and Wales (PFEW). Each of the 43 forces in England and Wales has a Federation branch.

The Federation represents the interests of the Force's constables, sergeants, inspectors and chief inspectors. It negotiates on their behalf and seeks to influence decision-makers within the Force, across the region and nationally.

Cleveland Police Federation's full-time officials, its office staff and its workplace representatives are committed to serving the membership effectively and efficiently. They also understand the need for the Federation to represent value for money for the members, for the Force and for the communities they serve.

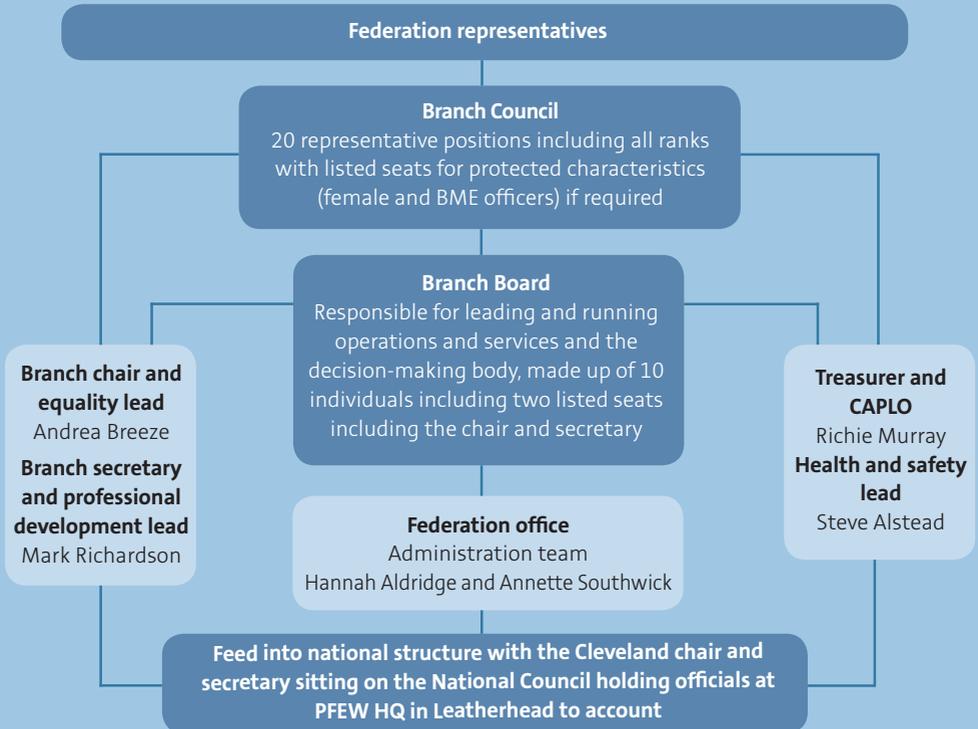
Cleveland Police Federation has three full-time officials based in its office in Yarm Road,

Stockton on Tees. In 2017, these were Andrea Breeze, chair, Mark Richardson, secretary, and Richie Murray, treasurer.

Each of these post-holders has their own roles, responsibilities and specialisms covering the full range of Federation work streams including conduct, health and safety and equality. They, along with the workplace representatives, receive full training so that they can represent members in a professional way. The workplace reps are an easily accessible first point of contact for any Federated member with a work-related or welfare issue.

Cleveland is part of Region 2 of the Police Federation which also includes Cumbria, Durham, Humberside, Northumbria, North Yorkshire, South Yorkshire and West Yorkshire. Three representatives from Region 2 sit on the PFEW National Board.

## Structure of Cleveland Police Federation



# Chair's welcome

**By Andrea Breeze**

Welcome to our annual report, giving an overview of Cleveland Police Federation's work on behalf of members during 2017.

It would be impossible to give full details of all the contact between Federation members, the full-time officials, workplace representatives and office staff in this report but we hope it gives you an insight into our activity for the constables, sergeants, inspectors and chief inspectors who on a daily basis are committed to serving our communities.

Being a police officer has always been a challenging – but rewarding – role. It is a vocation rather than a career. But in recent years, I think we have all seen a shift in the police service and that shift led the Federation to launch the Protect the Protectors campaign which highlighted the growing number of assaults on police officers and other emergency service workers,

The campaign has provoked much interest and raised awareness not just of assaults but also the need for extra protection for those

who dedicate their lives to protecting their communities.

In real terms, the message of the campaign actually goes further than stressing the need for protecting officers from physical attacks since we are now seeing more and more officers reporting mental health issues.

Never has it been more important for the Police Federation to look after the interests of its members and, for that reason, I am pleased that the end of 2017 saw the new regulations governing the way in which we operate laid down in Parliament.

While this report looks back at our work in 2017, I am also looking forward to seeing the reformed Police Federation build on its successes and, with the recommendations of the independent review report of 2014 now embedded, ensure it is truly fit for purpose so that it can best serve the interests of the finest police officers in the world.

Finally, I would just like to commend Grant Thorburn for his commitment to Cleveland Police Federation. Grant retired at the end of 2017 after serving the Federation first as secretary and then as office manager.



*Andrea Breeze at the Police Interceptors' calendar signing at Teesside Park.*

# Secretary's overview

**By Mark Richardson**

Looking back over the last 12 months to provide an overview of our work during 2017 has brought it home to me what a busy year it was – on all fronts.

The Police Federation of England and Wales (PFEW), as mentioned in the chair's welcome, finally completed its programme of reform but also saw its chair – Steve White – retire to make way for Calum Macleod to take over. This perhaps signals a new era for the Federation but it is a case of waiting to see.

Meanwhile, we also saw a General Election and a weakening of the Conservatives' majority. However, we did not see any real weakening in terms of the way in which the Government treated police officers.

The horrific terrorist attacks in London and Manchester brought much praise for the way in which police officers, as ever, ran towards danger as others ran away. Police leaders warned that we needed better funding so the police service could respond to the heightened threat but I am not convinced ministers were listening.

On officer pay, I think it was a classic case of smoke and mirrors. An announcement of a two per cent pay rise was, I feel, a little misleading since one per cent of that was unconsolidated and was classed as a bonus to be paid out of forces' own funds; yes, the very same funds that were already being stretched to breaking point.

Looking ahead for one minute, the Federation has submitted a claim for a 3.4 per cent pay uplift for officers in 2018. Again, we will have to wait to see what happens but I hope the Police Remuneration Review Board (PRRB) is allowed a free rein to make a recommendation with no interference from Government.

Turning to local matters, 2017 saw Chief Constable Iain Spittal retire from Cleveland. We wish him well in his retirement but must also thank him for his efforts to support Care of Police Survivors, the charity set up to support

the families of fallen officers. Mr Spittal joined a team from the North East to take part in the Police Unity Tour, a 200-mile sponsored cycle ride to the National Memorial Arboretum in Staffordshire where a memorial service is held each July.

From a Cleveland Police Federation perspective, we achieved so much for our members in 2017 through negotiation and influence that our funding for legal representation from Leatherhead has been reduced. Ultimately, our aim is to get a satisfactory solution for our members and if we can do that through effective representation without having to resort to legal expense then that has to be better all round. Not only has that saved money but it has also reduced long, drawn-out proceedings that cause anxiety and stress for our members.

This has been possible due to our effective working relationships with senior officers and also with the Professional Standards Department. Clearly, we cannot give the details of those we represent, or the cases involved, but we have managed to improve turnaround times with misconduct cases and reduce the number of cases that are escalated to the more serious charges with the lowest number of officers now being suspended than there has been for some time.

Joint training has involved the Federation, Department of Standards Ethics (DOSE) and senior leaders for equality and HR for medical pensions.

We are also heavily involved in the ongoing consultation on the review of all shift patterns, aiming to help find a pattern that balances the needs of officers with the operational obligations of the Force.

Throughout the year, we have engaged with local MPs, keeping them informed of the pressures and challenges faced by officers, and have also liaised with the media on a wide range of issues including officer assaults, the Protect the Protectors campaign and emergency response drivers.

# 2017 + an overview

## 26 January

Jayne Willetts, national Federation lead on roads policing, opened the annual Roads Policing Conference and Exhibition in Leicestershire by highlighting the dwindling number of police officers on our roads.

## 31 January

A national Federation survey showed members overwhelmingly supported the wider roll-out of Taser.

## 1 – 2 February

Cleveland Federation reps attended a proportionality and investigations training event organised by PSD with John Beggs QC.

## 6 February

The Federation launched its national Protect the Protectors campaign calling for better protection – in terms of legislation and equipment such as spit guards - for police officers.

## 7 February

Holly Lynch, Labour MP for Halifax, championed Protect the Protectors in Parliament. She put forward a Ten-Minute Rule Bill on assaults on emergency services staff winning cross-party support.

## 15 March

The Federation's national welfare survey revealed that stress levels across the police service are twice as high as levels seen across other working sectors.

## 22 March

The Metropolitan Police confirmed PC Keith Palmer died after confronting a man in the grounds of Westminster Palace.

## 3 April

Pre-charge bail will be capped at 28 days in the biggest overhaul of bail arrangements in the entire history of PACE.

## 16 - 17 May

Cleveland Police Federation representatives attended the annual national Police Federation conference held for the first time in Birmingham with a new two-day format.

## 17 May

In his keynote speech, Federation national chair Steve White called on whoever forms the new Government to make policing a priority.

## 17 May

Home Secretary Amber Rudd addressed conference telling officers, "We owe you, the police, an incredible debt, for the courage and bravery you exhibit in the line of duty. For your willingness to put yourself in harm's way, day after day, in order to protect the rest of us."

## 22 May

Twenty-two people were killed and 116 injured in a suicide bombing at Manchester Arena.

## 4 June

Federation chair Steve White says his thoughts are with those affected by the terrorist incident in London the previous night in which eight people died and many more were injured.

## 13 June

Nick Hurd is appointed as the new police and fire minister.

## 13 July

Brave Cleveland PCs Tom McGarry and John Jenkinson who saved the lives of two stab victims attended a Downing Street reception as nominees for the national Police Bravery Awards. The reception was hosted by the Prime Minister Theresa May and Home Secretary Amber Rudd. After the reception, the two PCs and their wives attended a gala dinner attended by HRH The Countess of Wessex.

## 28 July

A number of Cleveland Police officers who had taken part in the Police Unity Tour sponsored cycle ride arrived at the National Memorial Arboretum in Alrewas, Staffordshire for the annual service of remembrance for fallen police officers organised by the Care of Police Survivors (COPS) charity.

The Cleveland riders were Richie Murray, Peter Lillie, Jen Milsom, Paul Baker and Chief Constable

Iain Spittal. Federation secretary Mark Richardson accompanied the cyclists. The North East Chapter – of which Cleveland was a part – raised £9,000 for COPS.

### **30 August**

The national pay and morale survey revealed officers' morale had plummeted due to rising stress and falling pay.

### **30 August**

Steve White, national chair of the Police Federation, announced plans to resign at the end of the year.

### **12 September**

It is announced officers across England and Wales will receive a two per cent pay rise. It emerges that it is a one per cent pay rise with the extra one per cent being a one-off non-pensionable "bonus" that forces would have to fund themselves.

### **18 September**

John Beggs QC delivered an update on proportionality following the training session he led in February. Cleveland Federation representatives attended once more.

### **24 September**

Richie Murray, treasurer, represented Cleveland Police Federation at the National Police Memorial Day service at St David's Hall, Cardiff. The service honours the memory of fallen officers and is attended by police leaders, Federation representatives, serving officers and the families of officers who lost their lives while serving their communities.

### **25 September**

The Home Office announced a review of the law and guidance surrounding police pursuits and response driving.

### **4 October**

A national template for a new nine-point stress plan which aims to help forces better prioritise officer wellbeing was launched by the Police Federation.

### **12 October**

Detectives' morale has hit rock bottom, a survey carried out by the Police Federation's National Detectives' Forum revealed.

### **20 October**

Chief Constable Iain Spittal announced he would be retiring after two years at Cleveland and 31 years as a police officer.

### **23 October**

The assaults bill, presented by Labour MP Chris Bryant, won unanimous support in Parliament.

### **1 November**

Cleveland Police Federation CAPLO Richie Murray organised a Post-Incident Procedures (PIP) training event in Force.

### **2 November**

Cleveland Police Federation representatives attended a PIP training event in Northumbria.

### **9 November**

The Force received a "good" rating in the latest PEEL review on police efficiency published by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

### **16 November**

The assaults bill cleared the Committee Stage in Parliament.

### **21 November**

Calum Macleod was elected as national Federation chair.

### **23 – 24 November**

Cleveland Police Federation representative Charmaine Imeson attended the national Police Federation women's meeting in Leatherhead.

### **30 November**

New Police Federation regulations are laid in Parliament and are expected to become law on 31 December.

### **6 December**

Tributes flooded in for Thames Valley PC James Dixon, an on-duty police motorcyclist who died in a road accident in Berkshire the previous day. A 91-year-old woman passenger in a car involved in the collision also died.

### **8 December**

Cleveland Police Federation officials attended a Regulation 22 response training event led by a Leeds barrister.

# Conduct report

During 2017 Cleveland Police Federation's Conduct and Performance Liaison Officer (CaPLO) was Richie Murray.

Richie was supported by a team of experienced and specialist trained Federation workplace representatives who advised members on misconduct and performance issues. Only reps trained to a higher level represent members facing the most serious allegations such as gross misconduct.

Members served with a Regulation Notice advising there is an investigation into their actions are advised to sign the document to accept service but say nothing until contacting a specialist Federation representative. The reps accompany members if they are interviewed about the allegation. If there is a criminal allegation, they will also arrange professional legal representation.

Those conduct reps who have received suitable training operate a 24/7 call-out rota so members can always access Federation support and advice.

During 2017, due to closer working relations between the Federation and the Force's Professional Standards Department, there has been a significant improvement in

the way in which complaints against officers have been handled with fewer cases being escalated to the more serious proceedings and quicker settlement of cases which has benefited the officers involved and the Force.

## Hearings, meetings and suspensions



Cleveland Police Federation was involved in three Professional Standards Department training courses in 2017. These were three-day, two-day and one-day courses



## Handling your calls

During 2017, the Federation office handled the following calls:

**Queries to the chair, secretary and treasurer – 527**

**Group Insurance Scheme – 294**

**General Federation enquiries – 250**

**Criminal Injuries Compensation**

**Authority (CICA) claims – 9**

**Civil claims – 4**

**Police Treatment Centres – 7**

**PSD queries – 8**

**Financial surgery – 7**

**Pensions – 3**

**Occupational health – 2**

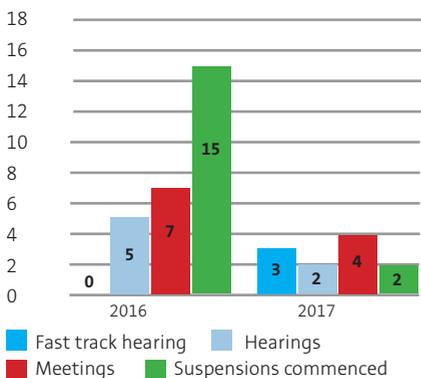
**Courses – 11**

**NARPO – 4**

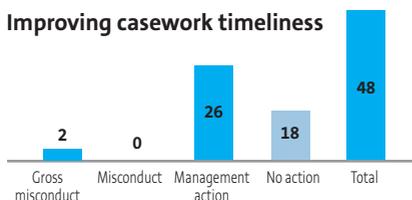
**Miscellaneous – 15**

While calls to the office are logged, in addition there are numerous calls made directly to the mobile phones of the full-time officials and also emails direct to their Federation addresses.

## Increased proportionality



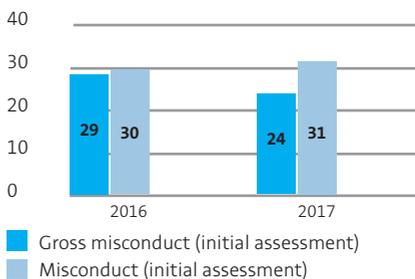
## Improving casework timeliness



Outcome of misconduct cases recorded and concluded in 2017.

There were 46 cases at an average of 22 working days duration. Out of these, 23 cases concluded within two working days. Average duration of remainder (23) was 44 working days.

## Improving proportionality



## Directorate of Standards and Ethics

Complaint and conduct summary, 1 January to 31 December 2017

- 462 cases (717 allegations) recorded
- 1,048 expressions of dissatisfaction actioned by triage team
- 3 fast-track hearings (2 officers dismissed, 1 final written warning)
- 2 public hearings (2 officers dismissed)
- 4 meetings (2 final written warnings, 1 written warning and 1 management advice).

## Civil claims

The Federation handled 45 civil claims for members during 2017.

These could be broken down as follows:

- CICA – 4 per cent
- Civil – 47 per cent
- Legal – 27 per cent
- Medical – 2 per cent
- Employment – 15 per cent



### PFEW legal costs for civil claims

2016	2017
£120,324.95	£34,481.36

## Criminal claims

The Federation supported 21 members with criminal claims.

These could be broken down as follows:

- 19.1 per cent – misconduct
- 62 per cent – criminal
- 9.5 per cent – road traffic
- 4.7 per cent – defamation/privacy
- 4.7 per cent – miscellaneous

### PFEW legal costs for criminal claims

2016	2017
£31,321.54	£27,241.94

# Keeping you safe and well

**By Steve Alstead, health and safety lead**

Work-related stress is the second most reported cause of occupational ill-health in Great Britain and, not surprisingly, incident rates with the emergency services have shown an increase.

Prolonged work-related stress can lead to mental health conditions and, as a result of concerns in this area, the health and safety representatives of all 43 branches of the Police Federation of England and Wales, members of the Civil Police, Scottish Police BTP and PSNI put together a nine-point plan to deal with the effects of stress and mental health. It is hoped this will be adopted in all forces, in the same way as the 10-point plan on officer assaults.

Work is ongoing with the Federation's nationwide Protect the Protectors campaign with one case study used to raise awareness of the effects on officers assaulted on duty featuring Cleveland PC Jeff Lillystone. Jeff recalls being stabbed with a screwdriver early in his career before the introduction of personal body armour.

Considerable progress has been made with proposed legislation to impose harsher sentences on those who attack emergency service workers making progress in the House of Commons during 2017. It is hoped this will progress to become law in 2018.

A campaign is also underway to get new legal protection in place to ensure that officers who engage in pursuit and response

drives are not vulnerable to prosecution simply for doing their jobs. The first reading of the new bill attracted cross-party support in December 2017.

**During 2017, the Federation dealt with 144 injury on duty claims**

Meanwhile, health and safety leads nationally have had a chance to sample two new advanced body armours

from Dyneema and Para Aramid, both are extremely flexible and light, in fact, around 50 per cent lighter than the current body armour issued by the Force so perhaps in the near future we may have something similar.

Locally, some of the recommendations as a part of the custody review have seen custody areas given a face-lift while concerns over the number of suitable serviceable chairs was addressed by a chair audit.

Personal Safety Training at the old fire station was halted after reports there was no heating within the building and that the drinking water was to be avoided and advice was issued on a message to all on first responder action at acid attacks and the dangers of Fentanyl.

Finally, just looking ahead, spit guards are soon to be made available with a training package to be implemented when attending personal training.

**22 officers were spat at during 2017, according to figures reported to the Federation**

## **Body armour standards**

Currently the body armour being used has a waterproof barrier which prevents degradation of the fibres that could occur when exposed to moisture.

However, this membrane creates a heat trap and there is ongoing research into a breathable plate cover which will allow the heat caused by body armour being close to the skin to escape and therefore keep the officer cool.

Data of female form body armour is still undergoing research.

# Equality for all

Cleveland Police Federation's equality lead was Andrea Breeze who was committed to ensuring everyone within the Force is treated fairly.

Key themes were: supporting members through grievance procedures, helping those subject to Unsatisfactory Performance Procedures (UPP), ensuring equality in the promotions process and also liaising with the Force to tailor the reasonable adjustments needed in the workplace to accommodate disabled officers.

In addition to work in these areas, the Federation is involved in seeing officers through the ill-health process, making sure they are kept up to date throughout. Andrea and secretary Mark Richardson have helped a number of retired officers making injury award claims after leaving the Force. Andrea has also helped officers from other forces through the same process.

Mark also attended the Force health group meetings led by the Deputy Chief Constable which allowed him to make representations on behalf of the officers for full/half pay decisions. He has had great success with many of these cases. On occasion, he negotiated with the Force to keep an officer on full pay while fuller details are obtained, avoiding possible harsh, quick decision. The Federation can best negotiate for members in these circumstances if they contact Mark with their response so he can prepare the best representation possible on their behalf.

But it was not just about the Federation offering support on equality issues. As some senior managers felt vulnerable when dealing with equality issues and had received no training from the Force, Andrea arranged courses for them and, as a result, also arranged medical retirement training for reps so they could help members but also manage expectations.

Another success involved negotiating Glide Paths for officers from other roles when it is removed from establishment.

Concerns about maternity pay were raised towards the tail end of 2017 and the Federation is working with a number of women to ensure that they received the correct pay during their leave.

One issue that came to the fore during 2017 was increased levels of sickness, both in a physical and mental sense. 2017 was definitely the year when officers began to talk more freely about the effects of work-related stress and issues with mental wellbeing.

The Federation is doing all it can to support officers who are struggling with their mental health. First and foremost, it is encouraging them to speak up but it is also making sure that members know they can access support – through the Federation and Police Firearms Officers' Welfare Support Programme (WSP), Mind's Blue Light Programme and the Police Treatment Centres.

Andrea raised concerns over the Force's own welfare provision during media interviews, saying it was not fit for purpose. New funding has been secured for a new programme and this will be rolled out by the Force over the next 12 months. The Federation will continue to assess its effectiveness.

Overall, in terms of equality representation, the Federation was keen to negotiate on officers' behalf at an early stage to achieve a suitable remedy for members. This dramatically reduced legal costs and also secured an outcome which did not involve court where, it is often said, there are no real winners due to the time taken to achieve a result which can have an impact on the health of all concerned.



*Our brave officers at the Downing Street reception for all 2017 award nominees.*

# Member services

From debt management solutions to mobile phone contracts and from holidays to financial services, Cleveland Police Federation has a team of Member Service providers who offer a range of benefits to its members.

Providers during 2017 offered:

- **Debt management:** Payplan offers free money advice and debt solutions and can help if:
  - You have more than £8,000 of unsecured debt
  - You owe two or more creditors
  - You can afford £100 or more to pay towards your debts each month
- **Discount tickets** for leading attractions including Alton Towers, Blackpool Tower, Chester Zoo and Uttoxeter Races
- **Financial services:** Independent mortgage brokers, Polfed Mortgages, offers a free review quotation service
- **Private medical care and treatment** through Northumbria Police Federation's Group Healthcare Scheme
- **Holidays:** through Haven, Time 4 Leisure, TimeOut2Enjoy, Thompson and others
- **Legal advice** through Linder Myers, Davis Blank Furniss, EMG Solicitors and Slater and Gordon
- **Will writing**
- **Mobile phone deals** with Voicemobile and O2 Open
- **Discounts on new cars** and car hire
- **Discounted prices** on work boots and shoes
- **Health club deals,** and
- **Much more.**

Please see [clevelandpf.org.uk](http://clevelandpf.org.uk) for more details.

On Twitter we have  
had 1,387 followers,  
on Facebook we  
have 432



PayPlan™  
live again

Members were able to attend four legal surgeries hosted by EMG and held in the Cleveland Police Federation offices. There were also four financial surgeries

## Advice

During 2017, Cleveland Police Federation offered members, or provided access to advice in the following areas:

- **Police Regulations**
- **Mortgages**
- **Family law**
- **Planning for retirement**
- **Financial education.**

## Communications

Four quarterly members' magazines are published on the Cleveland Police Federation website and printed copies circulated around the Force.

Website: average 43,093 hits per month with a peak of 66,426 hits in March 2017.

# Financial information

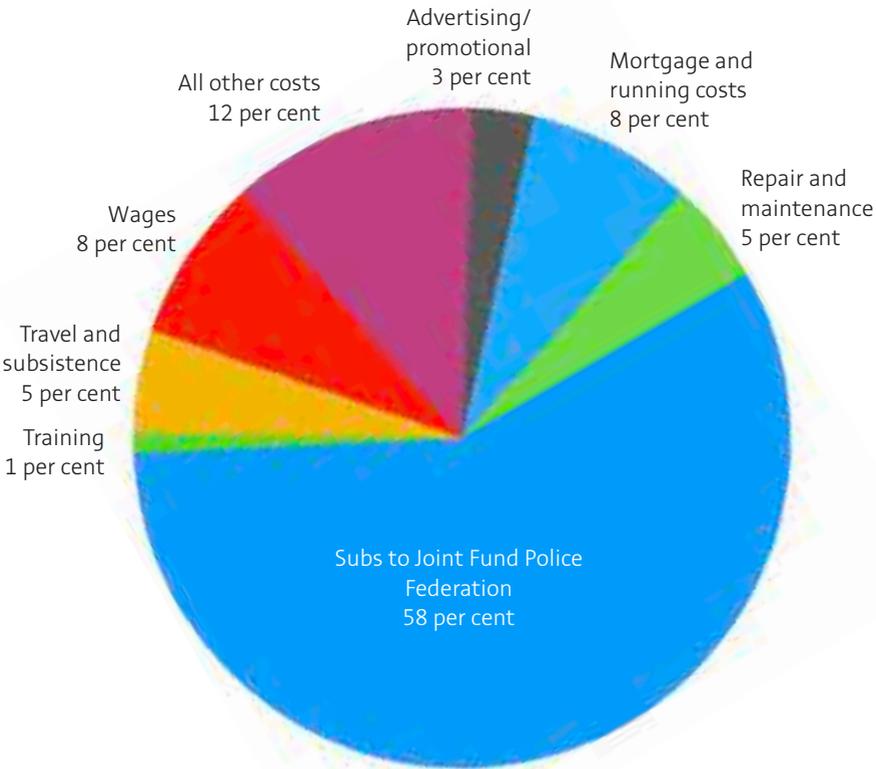
Subscriptions remain the main source of income for the Federation but with officer numbers declining there has been a reduction in these payments.

During 2017, subscription income amounted to £215,017.94 and the two largest areas of expenditure were mortgage and office running costs which totalled £31,239.28 and wages which amounted to £28,884.21. The Federation also spent £19,515.11 on repairs and maintenance.

During 2017, preparations were made for the financial reform instigated by the

independent review of the Police Federation of England and Wales (PFEW). This means that all subscriptions are now paid directly to the national Federation in Leatherhead with each branch having submitted a budget for its expenditure in the year ahead. The PFEW finance team will now make payments to the branches according to these budgets.

We continue to assess our spending to ensure that we give members best value for money and PFEW is also considering where savings can be made.



# CLEVELAND POLICE FEDERATION GROUP INSURANCE SCHEME

**Arranged in conjunction with our Insurance Brokers Gallagher**

We consider our Group Insurance Scheme to offer a valuable range of covers to our members and their families. In addition to the cover detailed below, Gadget cover is also provided. If you are not already a member, why don't you contact the Federation Office on 01642 301 246 for an application form. The lunar monthly cost is currently £23.88\* for Member only cover or £28.55\* should you wish to include Life and Gadget cover for your Partner. Deductions are taken direct from payroll.

We would like to share with you details of the benefits which have been paid to our Group Insurance Scheme Members from January to December 2017:

**Life**



£75,000

**Critical Illness**



£26,250

**Personal Accident**



£6,321

**Sick Pay**



£10,405

**Travel**



£63,229.56

**Legal Expenses**



£16,082

**Motor Breakdown**



272 call outs

**Domestic Emergency**



53 paid claims

**Best Doctors**



Providing specialist second medical opinion service to our members

\*price correct as of 03.17

Claims totals are approximate and include some outstanding payments to be made.

Cleveland Police Federation is an Appointed Representative of Arthur J. Gallagher Insurance Brokers Limited. Arthur J. Gallagher Insurance Brokers Limited is authorised and regulated by the Financial Conduct Authority. Registered Office: Spectrum Building, 7th Floor, 55 Blythwood Street, Glasgow G2 7AT. Registered in Scotland. Company Number: SC108909 FPI62-2018 Exp 15.02.19

In association with





# Comprehensive cover through Group Insurance Scheme

Cleveland Police Federation members have access to a comprehensive and competitively priced Group Insurance Scheme tailored to their needs.



During 2017, 1,003 police officers were in the scheme, along with 446 retired officers.

The cover costs as little as £23.88 per month. Subscribing members of the scheme have access to a wide range of benefits including:

- Life assurance
  - up to £120,000 for a serving officer or member of police staff
  - up to £60,000 for the partner of a serving officer or police staff employee
  - up to £50,000 for retired officers up to and including the age of 64
- Critical illness protection
- Best Doctors, giving access to leading specialist medical advice
- Personal accident insurance
- Sick pay cover
- Worldwide travel insurance
- Legal expenses
- Care First service - a confidential bereavement counselling service with unlimited telephone support and up to four face-to-face sessions with qualified counsellors. The service also includes a probate helpline giving executors of a will access to specialist legal advice on all aspects of obtaining probate

- RedArc which provides help and support on the practical and emotional issues that result from a member being diagnosed with, and submitting a claim for, a critical illness. In addition to providing ongoing advice and support the personal nurse adviser can arrange extra help if needed
- Motor breakdown
- Domestic emergency cover
- Mobile phone and gadget cover.

Full details of the scheme and the benefits offered are available on the Cleveland Police Federation website.

During 2017 the Group Insurance Scheme was provided in partnership with Arthur J. Gallagher.

	<b>2017 settlement amounts</b>
Life	£75,000
Critical illness	£26,250
Personal accident	£6,321
Sickness	£10,405
Travel	£63,229.56
Legal expenses	£16,082

**Motor breakdown**  
**Domestic emergency**

**272 call-outs**  
**53 claims paid**



**POLICE**

## Contact us

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**Website: [clevelandpf.org.uk](http://clevelandpf.org.uk)**

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