



**NORTH YORKSHIRE
POLICE FEDERATION**

ANNUAL REPORT 2009

Author: Nigel Day, Joint Branch Board Secretary

An exceptionally busy year, both locally and nationally with the recession dominating the headlines along with talk of police numbers and pensions and the Force revealing their plans for Towards 2012.

Our former JBB Secretary Mal Taylor moved on to join the Joint Central Committee as No. 2 Sergeants Regional Representative and has very quickly become a key player on the Legislation Sub-committee and the Discipline Sub-committee. Also in this year we have seen several representatives who have moved on or retired:

- Constable Jackie Reay
- Sergeant Will Scarlett
- Sergeant Carl Nelson
- Sergeant Jon Landers
- Inspector Tim Hutchinson
- Inspector John Greveson
- Inspector Steve Maud
- Inspector Mike Thompson
- Inspector Dave Pegg

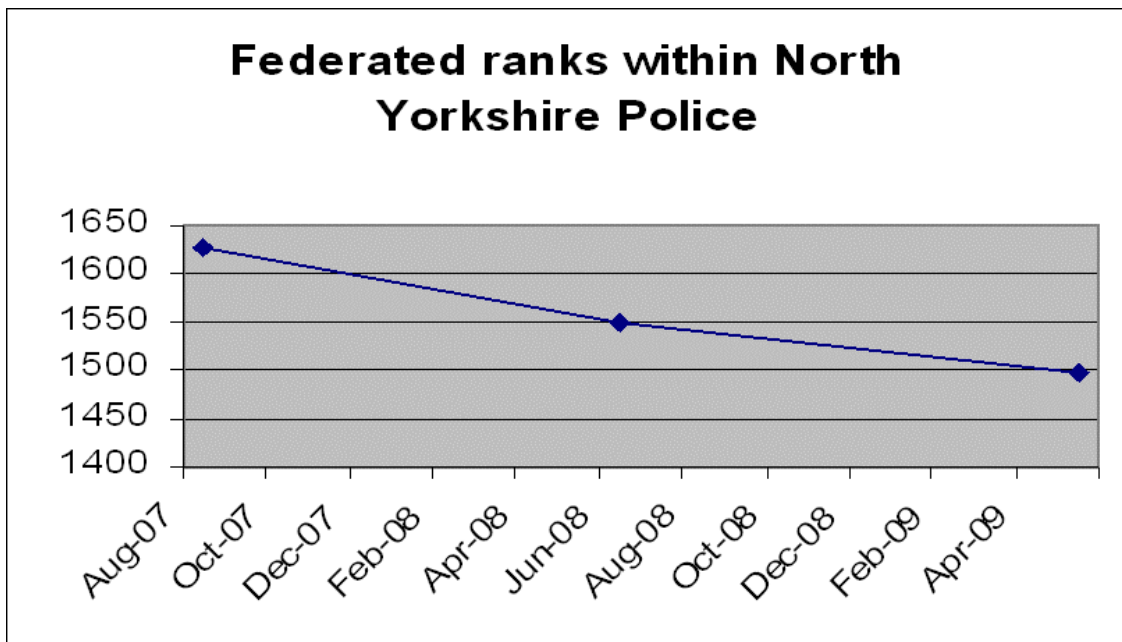
We wish them all well for the future

Mike Stubbs became the new Deputy Secretary / Treasurer and joined the rest of the team at the Federation office in Knaresborough

In March 2009 Vernon Cooker said 'Workforce modernisation is not about saying we can do with 30,000 fewer police officers, it's about creating the optimum workforce mix' This attempt at positive spin could not be supported by the former Met Commissioner Sir Ian Blair who warned that police officers are too expensive and that numbers may have to be cut as the recession worsens. Bob Jones the Chairman of the Association of Police Authorities also warned that up to 85% of police expenditure from its £9.5 billion annual budget went on 'it's most valuable asset' police officers and staff and this would have to be addressed. The new ACPO President was quite clear when he spoke to the

ACPO/APA conference 'The prospect of cutting both officer and staff numbers to keep running costs down is becoming a reality'

None of this is a shock to North Yorkshire Police as we have already seen numbers drop as the post Edmund Davies officers reach 30 years service and stop start recruiting.



A Home Office report in September 2009 showed that a third of the 43 forces in England & Wales have cut their police officer numbers. The largest decreases in officer numbers was in North Yorkshire at 7.7% (121 officers) with our neighbours Humberside and South Yorkshire posting the second and third largest decreases at 6% and 5% respectively.

This reduction in officer numbers creates the potential for longer working hours, increased workloads and a negative impact on officers work life balance. These issues are not new to North Yorkshire Police Federation as a paper was submitted to the JNCC back in 2008 referencing thirteen national reports and also the results of a poll of our members conducted on our website. Some 12 months after it was originally presented this paper was resubmitted for an update of the actions taken to address the issues in the paper within the last 12 months and the timetable of actions proposed to be taken in light of the Towards 2012 project.

The Force launched The Estates Transformation programme that detailed what premises the Force would have in the future. The programme is to be funded by the

disposal of both police offices no longer required and police houses both vacant and presently occupied. The North Yorkshire Police Federation have been very active in supporting our members still in police houses with legal advice, financial surgeries and research into the 'Key worker' scheme available to police officers in North Yorkshire

At the time the new shift pattern was introduced the Federation negotiated a review after 6 months and again at 12 months. For the official side ACC Cross has taken responsibility and the review and it has been conducted in an open and constructive manner. The review was never going to overturn the main element of the last shift implementation to move non 24/7 officers away from the 5 band shift pattern. Equally it was never expected that it would be the catalyst for a further radical change to existing shift patterns but by consulting officers involved in the roles being considered it has delivered some sensible and pragmatic adjustments to our members shift patterns.

In May we attended the Police Federation of England & Wales national conference in Bournemouth and raised a motion:

This conference instructs the Joint Central Committee to explore the potential for joint membership opportunities for serving and retired members of the Police Federation of England and Wales with the National association of Retired Police Officers'

It was aimed at allowing both organisations to maintain and increase their membership and therefore level of influence at a time of increased workloads and falling numbers in terms of the police service which has implications for the Police Federation and the National Association of Retired Police Officers. The motion was accepted as Joint Central Committee policy.

In June we held our Open Meeting at York with Paul McKeever, National Chairman of the Police Federation of England & Wales, Adam Briggs Deputy Chief Constable of North Yorkshire Police, Jane Kenyon, Chair of North Yorkshire Police Authority joining Mark Botham, Chairman of North Yorkshire Police Federation on the platform.

In his speech Mark Botham spoke about vehicle fleet that showed signs of improving under a new fleet manager and the appointment of a person to address the Leadership Development Programme but raised concerns about the general lack of training in

Force. The new shift patterns were not welcomed by our members and issues about flexible working were raised. There was a request for attendance management is approached in a fair and proportionate manner. Concerns about Custody were highlighted including the formal notice issued about proposed staffing levels. Having highlighted the reduction in officer numbers, through retirement and transfer the resumption of recruitment was welcomed. This welcome development was soured due to the removal of residential courses particularly for student officers.

In August the Police Arbitration Tribunal delivered its decision on an on-call allowance for police officers.

“The Tribunal is persuaded that an on-call allowance, determined at national level, should be introduced. The details as to the form of nationally determined recompense such as the level or levels, conditions, date of introduction, and any PNB framework of principles or guidance for the operation of on-call, are to be subject to negotiation between the Sides”

Ian Rennie, Secretary of Staff Side of PNB, said

“We are pleased that the Tribunal was persuaded that a National on-call allowance should be introduced. We are particularly heartened that the Tribunal recognised the unfairness and inconsistency of the current arrangements. Police officers know that they can be recalled to duty in times of emergency, but increasingly officers have also been put “on-call” and required to be available on the end of a phone, close to work and fit for duty. They are not able to relax or spend quality time with their families when they are off duty. We know that some officers need to be on-call, and we hope that this new allowance will compensate them for the disruption to their home and family life. But more importantly, it should mean that forces will think seriously before placing officers “on-call” unnecessarily.”

This year we have received an unprecedented level of submissions from our members in relation to the administration of the SPP scheme.

We made representations in April of this year at the force JNCC to the Senior Leadership team that it would be more equitable, fair, consistent and easier if – in line with new national agreements, SPP was paid monthly instead of annually. We were

advised to seek the views of our members and therefore ran a poll on our website. Respondents were asked to comment on “Which of the following most applies to your view of the Special Priority Payments scheme?” of those responding 57.6% felt it should be scrapped, 25.7% felt it should be paid monthly and 16.7% said it was okay as it is.

It would be no exaggeration to say that this year the Federation office and our representatives on area have been inundated with complaints being raised about the inconsistencies in the way the 2009 scheme was being applied in force and that the procedures were being interpreted in an inconsistent, unfair and inappropriate manner. We have examples of officers being told their appeal was not upheld when they had not even submitted an appeal and also officers being told by line managers that their appeal will not even make it to the appeal board so not to bother appealing. We have officers being told they were to get SPP and then, that after ‘dip sampling’ by members of the HR team, they were now no longer getting SPP even though it had been supported by their managers.

In November we asked for the matter to be an agenda item at the next force JNCC. And as our concerns based on information supplied by our members continued we had to take the matter further. This was because the information you were providing us with was that the scheme was being applied and interpreted in an inconsistent, unfair and inappropriate manner.

The Joint Branch Board Secretary therefore raised the matter personally with the Chief Constable in November. The Joint Branch Board Treasurer raised the matter personally with the Deputy Chief Constable in early December. The Joint Branch Board Chairman raised the matter personally with the Head of Human Resources in early December. The DCC finally announced in December that payment of the scheme would be ‘paused’ to conduct a review that would result in payments being delayed until early in 2010. To many members it felt like Christmas had been cancelled.

The Force published its plans for the future ‘Towards 2012’

This details how the Force will be restructured into 6 safer Neighbourhood Commands (SNC’s); York, Selby, Harrogate, Craven, Scarborough, Ryedale, Hambleton & Richmond.

There will be 18 Inspector led Safer Neighbourhood Areas, 44 Sergeant led Safer Neighbourhood Teams under 3 Directors, Crime, Response & Reassurance and Specialist Operations.

A document containing 53 recommendations were produced by the project board. Many of the proposals were either supported, had already been implemented or were matters that we considered to be low priority for our members at this time. Most of our members would not really notice much difference to their day to day work or where they performed it but as always the devil is in the detail and we submitted a comprehensive response to all the recommendations.

Recommendations that were not supported were the firmer application of the 2 year rule in relation to minimum tenure and a recommendation to bring duties together as a resource management team.

This approach was tried under the previous Chief Constable and dropped after representation by the Federation, Superintendents Association and UNISON

After the Policing White Paper announcement by the Home Secretary the Constables' Central Committee (CCC) officially launched 'The Real Policing Pledge'.

The CCC has put together a series of commitments they believe are crucial to securing an effective and flexible police service. An electronic and hard copy of 'The Real Policing Pledge' (which is in English and Welsh) has been emailed and posted to all MPs, Peers, Welsh Assembly members and Prospective Parliamentary Candidates of all parties in England and Wales, asking them to sign-up to 'The Real policing Pledge'.

The CCC has asking current and aspiring politicians to pledge their support to:

- Uphold the Office of Constable as the bedrock of modern policing
- Maintain the number of warranted police constables in England and Wales
- Ensure that all constables are adequately trained to do their jobs
- Commit to maintain an effective ratio of police constables to support staff on community policing teams
- Honour the Police Negotiating Board (PNB)

Politicians are being asked to tear off and return a reply slip on the hard copy or to pledge their support online. As politicians sign-up to the pledge their details will be listed on the Constables section of the Police Federation of England and Wales website so you can see if you're local MPs, Assembly Members, Prospective Parliamentary Candidates have signed up. At the time of writing this report no MP in North Yorkshire has signed up to the pledge

PENSIONS AND DWP BENEFITS

Basic information concerning sickness, pensions, injury on duty and DWP Benefits can be found on our website www.nypolfed.org.uk

In the past 12 months we have lobbied about the medical practitioner provision, about the procedures for Regulation 28 (half pay and no pay) and work closely with the National Association of Retired Police Officers.

We continue to represent serving and retired officers in matters relating to benefits, sickness and pensions and at Police Medical Appeals Boards. During the period 1st January 2009 to 31st December 2009 we dealt with 26 new pension cases (including injury award reviews) and 2 Department of Work and Pensions Appeals.

For the period 1st April 2009 to 9th December 2009 the force were reporting that there was an **under spend** on *Pension costs of* £198,000.00 – (16.4%) this was mainly due to an under spend on the provision for ill health retirements.

This may be due in part to the arrangements set out in Home Office Circular 10/2008. A payment of a charge for each early ill-health retirement is made since medical retirement with immediate payment of a pension is more expensive for the pension scheme than the same officer leaving the service at that point with a pension deferred until the age of 60 or 65. The capital-equivalent charge is a payment to make up for the extra capital costs involved for the scheme in each case, averaged out and standardised across all such cases in order to avoid undue complexity. The capital-equivalent charge paid by a police authority for each early ill-health retirement is set at twice the average pensionable pay for the officer concerned. The charge is payable in full in the financial

year in which the retirement occurs – the date of retirement being the day after the officer's last day in service.

In view of the charge being twice average pensionable pay the employer's contribution rate has been reduced by 1.3% to avoid double counting of forces' ill-health retirement costs. This ties in with the current target level of ill-health retirement has been set at 6.5 retirements per 1,000 officers in service.

Inevitably this can lead to some tensions, particularly between workforce modernisation – police pension's provision and the Disability Discrimination Act. We have lobbied about the medical practitioner provision, about the procedures for Regulation 28 (half pay and no pay) and work closely with the National Association of Retired Police Officers.

HEALTH AND SAFETY

Our safety representatives on areas continue to engage with local management on matters affecting the health, safety and welfare of our members and to try and prevent injuries occurring, whilst at the same time learning the lessons when they do occur. In addition we continue to use safety representatives with a lead responsibility to ensure that there is a point of expertise for reps and also to enable us to measure consistency across the force. Lead members are NOT be expected to take total responsibility for their nominated areas, all safety reps still have day to day responsibility for these issues.

Use of Force training	Mark Botham, Ian McIntosh
PSU Training	Mark Botham, Steve Leach
Working Time Regulations	Mark Botham, Mark Holland
Stress Related Issues	Mark Botham, Ian McIntosh
Custody Issues	Mike Stubbs, Mark Botham
PPE/ Work Equipment (inc vehicles)	Fiona Tetley, Paul Taylor, Dave Hunter
Airwave (inc communications)	Nigel Day, Mick Lynch
Estates (inc transformation)	Mark Botham, Nigel Day
Officer numbers & resilience	Mike Stubbs, Mark Holland
Olympics	Mark Botham, Paul Taylor

For the past 12 months we have been lobbying the force about Work life balance issues. We recognise that

- **Policing is 24/7. We have no alternative but to be on duty;**
- **Shift working is essential to service delivery;**
- **This needs to be balanced with welfare concerns;**

But we need have also taken note of a September 2009 Home Office report which showed that there were 16 forces reporting falls in officer numbers over the twelve months. The largest decreases were in North Yorkshire (8%), Humberside (6%) and South Yorkshire (5%). And also our concerns that these reduced numbers were being dealt with by overtime. These figures show the budgets for overtime in North Yorkshire before the 15% 3 year national reduction which commenced in 2003-2004 and the position at present

2003-2004	£1,966k
2004-2005	£1,937k
2005-2006	£1,927k
2008-2009	£1,861k actual HMIC overtime
2009-2010	£2,286k budget for HMIC overtime

In 2007 by the Federal Bureau of Investigation of America which states 'Exhaustion due to shift work, voluntary and mandatory overtime assignments, seemingly endless hours waiting to testify in court, physical and emotional demands of dealing with the public, and management expectations of doing more with less, combined with family responsibilities, puts the modern law enforcement professional at serious emotional and physical risk. Law enforcement fatigue and sleep deprivation also are becoming serious political and legal liabilities for police managers.'

The FBI has also considered how sleep deprivation affects officers. They found that 'Impairments after 20 hours of wakefulness equaled that of an individual with a blood-

alcohol concentration of 0.10, twice the presumptive level of intoxication in most states. Further, the ability to maintain speed and road position on a driving simulator is significantly reduced when the awake period is prolonged by 3 hours. The magnitudes of the decrements were similar to those found at and above the legal limits of alcohol consumption (0.05).'

Mindful of this we have raised issues in relation to driver fatigue and other police driving related issues including suitability of vehicles, single crewing and extended blue light runs. North Yorkshire Police is the largest single county force in England, covering an area of 3,200 square miles, policing a population of 750,791 people, with 6,000 miles of road. The NYP-owned vehicle fleet undertakes approximately 10 million annual miles; the organisation also supports over one million annual business miles for which motor mileage allowances are paid. We like a number of forces no longer provide accommodation on courses. Ok. But we are the largest single county in England & Wales. Our public transport system is at best sporadic, poor and in some places non-existent.

And it is for these reasons that our work has been focused in the areas above during 2009

Misconduct

New Misconduct and Performance Regulations came into effect on 1st December 2008. Therefore it is only in 2009 that we have seen the full implications of the changes.

The new Regulations brought a new code called the 'Standards of Professional Behaviour' which highlights the positive behaviours expected of police officers. Secondly, wherever possible, the focus should now be on learning and improvement.

Standards of Professional Behaviour

<p>Honesty and Integrity Police officers are honest, act with integrity and do not abuse their position</p>	<p>Authority, Respect and Courtesy Police officers act with self-control and tolerance, treating members of the public and colleagues with respect and courtesy. Police officers do not abuse their powers or authority and respect the rights of all individuals</p>
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<p>Equality and Diversity</p> <p>Police Officers act with fairness and impartiality. They do not discriminate unlawfully or unfairly</p>	<p>Use of Force</p> <p>Police Officers only use force to the extent that it is necessary, proportionate and reasonable in the circumstances</p>
<p>Orders and Instructions</p> <p>Police officers only give and carry out lawful orders and instructions. Police officers abide by police regulations, force policies and lawful orders</p>	<p>Duties and Responsibilities</p> <p>Police officers are diligent in the exercise of their duties and responsibilities</p>
<p>Confidentiality</p> <p>Police officers treat information with respect and access or disclose it only in the proper course of their duties</p>	<p>Fitness for Duty</p> <p>Police officers when on duty or presenting themselves for duty are fit to carry out their responsibilities</p>
<p>Discreditable Conduct</p> <p>Police officers behave in a manner which does not discredit the police service or undermine confidence in it, whether on or off duty. Police officers report any action taken against them for a criminal offence, any conditions imposed on them by a court or the receipt of any penalty notice</p>	<p>Challenging and Reporting Improper Conduct</p> <p>Police officers report, challenge or take action against the conduct of colleagues which has fallen below the standards of professional behaviour</p>

The old Regulation 9 notice has been replaced with a Regulation 15 notice. This notice should describe the conduct which is under investigation and how that conduct is alleged to fall below the Standards of Professional Behaviour. But it must also now contain what is known as a 'severity assessment' – this is an indication of whether the conduct, if proved, would amount to misconduct or gross misconduct. The purpose is to differentiate between incidents where an officer has made an error or done something foolish and the very serious matters where an officer has done something so wrong that they may be dismissed from the service.

The notice should also indicate whether, if the matter does result in misconduct proceedings, it is likely to be dealt with at a Misconduct meeting or a Misconduct hearing.

Misconduct matters will normally be dealt at a meeting. In North Yorkshire, meetings are generally conducted by Chief Inspectors. Officers cannot be legally represented at meetings but can be accompanied by a police friend, usually their Federation representative. If it is found that the police officer's conduct did fail to meet the Standards of Conduct, there are a number of possible outcomes:

- No further action
- Management advice
- Written warning
- Final written warning

Generally, only gross misconduct matters will be dealt with at a hearing. However, if it is a misconduct matter and the officer already has a Final Written Warning in force, they will appear before a Misconduct hearing. Officers can be legally represented at a hearing. In addition to the outcomes available at a meeting, the outcomes of a hearing also include

- Dismissal with notice
- Dismissal without notice

As with anything new, it has taken time for the new procedures to bed in. Initially, almost all the investigations were being assessed as 'Gross misconduct' although the majority, where there was a case for the officer to answer, ended up at Misconduct meetings. After some very constructive discussions with the Professional Standards Department, a higher proportion of Regulation 15 notices now assess the conduct as 'misconduct'

Therefore, generally the officer will know at the start of the investigation, if the conduct as assessed as 'misconduct' only, that their job is not at risk. Although, in exceptional cases, the severity assessment can be upgraded from misconduct to gross misconduct if the investigation reveals something more serious, this hasn't happened so far in North Yorkshire, and it is a similar picture nationally.

This also allows most investigations to be concluded more quickly. Under the new Regulations, an officer can submit a written response within ten working days of

receiving the Regulation 15 notice. On most occasions this has been sufficient for the investigator to complete their enquiries and the investigation can be finalised without the need for the officer to be interviewed.

There are still plenty of areas where improvements can be made. If an officer gets something wrong, there can be a fine dividing line between whether it is misconduct or a performance issue. Most misconduct contains an element of performance and vice versa. At the moment, there is still too much of a tendency to follow the misconduct route – some managers see it as an easy option. The force needs to ensure that its managers are properly trained and equipped to manage performance effectively, using a developmental approach.

This also applies to the outcomes of Misconduct proceedings. The new procedures were designed to focus on learning and improvement rather than imposing a sanction. So far there hasn't been much evidence that the force has got to grips with that concept. Research by the Independent Police Complaints Commission (IPCC) shows that most complainants don't want to see officers punished – they want an acknowledgement that they haven't been treated properly, and to be assured that the same thing would not happen again.

If North Yorkshire Police is going to achieve the targets for public confidence, this is an area that will need to be improved on. We will continue to work with the force on behalf of our members to achieve this.

In 2009 advice, representation and, where appropriate, access to legal advice has been provided to more than fifty officers in receipt of Misconduct notices under the new Regulations, including more than twenty where the conduct was assessed as 'Gross Misconduct'.

Approximately a third of the investigations are still to be concluded and representation has already been provided for officers at seven Misconduct meetings with at least two more due to take place early in 2010.

Advice and legal assistance has also been provided to five officers under investigation for road traffic offences following on-duty road traffic collisions.

Equality & Diversity

The year started with a report by the Equality and Human Rights Commission, 'Police and Racism, ten years on from the Macpherson Inquiry' The report noted significant progress made by the police in the areas of reporting and investigation of race crimes, illustrated by the way officers dealt with the murder of Anthony Walker in 2005 compared with their investigation into Stephen Lawrence's killing. However, the report highlighted a series of concerns – chiefly:

- The disproportionate number of black and Asian people being stopped and searched in most force areas
- The high proportion of black men recorded on the DNA database
- The fact that twice as many ethnic minority recruits drop out in their first six months of service compared to their white counterparts

Simon Reed, Vice-Chairman, Police Federation of England and Wales said:

“It is all too easy to focus on the negative headlines and ignore the many positive steps forces have taken over the last ten years since the Stephen Lawrence inquiry. The report for example notes significant improvements in reporting, recruitment and training and highlights that figures show a significant drop in racist incidents occurring and an improved confidence by the public in reporting race related crimes. This should rightly not detract from the need for continued improvement, particularly in the specialist areas highlighted in the report. This must happen to ensure all officers of all backgrounds maintain confidence in the system and to ensure continued reliance by the public in the police to deal with their case without prejudice.”

Following several challenges from the Federation about the creation of Equality Impact Assessments during the shift review our own consultant Jayne Monkhouse was invited in by the Force to provide advice and some training.

An issue was resolved in February when a part time officer who had applied to return to full time hours had been refused. This situation had gone on for some time before the officer had contacted the Federation. She was quickly returned to full hours and compensated for her loss of earnings.

In April the long awaited Equality Bill was published. The Equality Act will repeal and replace all the current discrimination legislation (the Equal pay Act, Sex Discrimination Act, Race Relations Act, Disability Discrimination Act, Employment Equality Sexual Orientation, Religion and Belief and age Regulations and all associated amendments) with one act designed to simplify the legislation and make it consistent as far as possible, across the equality strands.

Thames Valley JBB raised an issue nationally after some of their own female Response shift officers raised concerns about gender ratios. They have reached a 50/50 gender recruitment target and it is estimated that within 7-10 years female officers will be in the majority. They identified concerns regarding their ability to deal with offenders and suspects whose physical stature and power is greater than their own.

This was researched amongst members and raised as a discussion topic at both the Gender Agenda group and the Confidence in Equality Board but was not thought to be a problem in North Yorkshire at this time, the gender mix is not the same as in Thames Valley

Two board members attended an Equality Advisors Foundation course during the year and the Equality Lead attended two seminars through the year that are a great opportunity to meet Equality Leads from the other 43 Federations and to receive national updates such as the NPIA Positive Action Leadership Programme that have since been promoted at both the Gender Agenda and the Race Portfolio meeting.

An officer is currently being supported through an Employment Tribunal for a claim of Racial Discrimination.

There has been a large amount of time committed to supporting officers through their flexible working applications. In the forward to the guidance Flexible Working in the Police Service the then Police Minister Tony McNulty said

“Valuing and engaging in the flexible working arrangements not only creates additional opportunities for individuals to balance their home and working life more easily, but it also has a positive impact on reducing adverse affects, such as limited employment options and by increasing those openings, increases overall well being. Moreover working flexibility can be highly motivating for individuals and that motivation, usually manifests itself in increased productivity.

However, there are still pockets of negative thinking about flexible working which need to be tackled. We collectively must strive to remove the stigma and misconceptions which are often associated with flexible and part time working by ensuring that everyone is equally valued for their productivity from the outset, irrespective of the hours worked”

The report also says there should be a presumption that flexible working is possible in all ranks, roles and posts unless there are compelling operational reasons why it cannot be but the reduction in officer numbers and the restructuring of some departments has caused great tension for officers already with flexible working agreements.

Publications and Events

Our website www.nypolfed.org.uk continues to be source of vital information for all our members and provides a point of contact at any time, on duty, off duty, maternity leave or long term sick. It contains advice / guidance on a host of topics including misconduct, injury on duty, equality and diversity, health & safety. It also contains details of our Member Services schemes – Group Insurance and Health Scheme. There are details of the various surgeries held at our offices, offers from service providers for motor insurance, free wills, financial matters, legal matters and discount offers. The monthly polls are well subscribed and they have on occasions been duplicated by other boards in No.2 region to provide a regional response to some issues.

The Federation Express magazine is published 4 times a year and again provides vital information on policing issues both in Force and from a national perspective.

The Open Meeting was held again at the Park Inn, York on Thursday 18 June 2009. The focus of the chairman’s speech was about sustainable North Yorkshire (the full speech can be found at www.nypolfed.org.uk) and focused on the following areas:

- Leadership development programme
- Proposed force changes to custody
- The 1/4/10 project
- Accommodation for students
- Staffing levels throughout the force
- Shifts
- Sickness
- Driving distances
- Recruiting
- The Essex Model

The chairman was joined on the platform by DCC Adam Briggs, North Yorkshire Police Authority Chair, Jane Kenyon and PFEW Chairman, Paul McKeever

The annual Charity dinner Dance was held on Saturday 5 September 2009 at The Pavilions, Harrogate. The nominated charity this year was Rosie Henry the daughter of a North Yorkshire Fireman. Rosie is 12 years old and lives with her family in Northallerton, where her father is a Fireman. For the first three and a half years she was a happy healthy girl.

In 2000 she had started having difficulty walking and eventually sitting, balancing, talking and eating. At the age of 4 Rosie had to use an electric wheelchair.

During tests in 2004 at Great Ormond Street it was established that Rosie had a condition called Bilateral Striatal Necrosis and severe Dystonia which means her brain can't control her body muscles correctly. She has constant painful spasms and is becoming less mobile. Over the last 2 years she has deteriorated further, she is unable to speak and has to use a simple sign language called Makaton and she has an electronic communication aid at school.

Because her muscles don't work her spine is now suffering from scoliosis which means it's becoming twisted and painful. In 2009 there is the possibility of 2 big operations. The first is to have Deep Brain Stimulation. This is like having a pacemaker fitted to her brain to send electronic pulses which could help to work her muscles better. If this helps she may have a big operation to straighten her back. Despite all this she is still a happy girl who laughs and giggles and has a wicked sense of humour. Rosie loves watching television, listening to music and being cuddled.

Rosie's condition is unique and continues to challenge doctors. No one is able to offer a definitive diagnosis however a great deal is hoped for from the treatments planned for this year. Everyone is working hard to improve Rosie's quality of life and to ease her pain and discomfort.

On the night we raised £2055.00

Claims Analysis

Through the year we have assisted our members with CICA claims, civil and insurance claims, misconduct and other legal advice. The following chart gives some details of the volume of work undertaken on behalf of our members.

Claims Analysis

Claims Opened 01/01/09 – 31/12/09

Description	CBB	SBB	IBB	Other	Total
CICA	7	2		2	11
Civil	13	6	1	1	21
Dual	1	1			2
Legal Advice	9				9
Misconduct	49	10	1		60
Total	79	19	2	3	103

Claims Closed 01/01/09 – 31/12/09

Description	CBB	SBB	IBB	Other	Total
CICA	7	2		2	11
Civil	18	3		1	22
Total	25	5		3	33

Compensation Awards 01/01/09 – 31/12/09

Description	CBB	SBB	IBB	Other	Total
CICA	3	2			5
Civil	15	2			17
Total	18	4			22

Claims Settled 01/01/09 – 31/10/09

Group Ins	P/A	Travel	Sick Pay	Total
	20	43	7	70