

**REVIEW OF THE
NORTHERN IRELAND POLICE FUND**

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Reviewer**

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INTRODUCTION

1. I was appointed by Mr. Ian Pearson MP, Parliamentary Under Secretary of State for Northern Ireland, on 30 June 2004 to undertake a review of the Northern Ireland Police Fund and to report to the Secretary of State during October.

2. Mr. Richard Miller, the former Chief Administrative Officer of the RUC, was appointed to assist me and Mrs Gillian Ardis of the Northern Ireland Office was appointed Secretary of the Review. For various reasons the Review did not begin in earnest until late August.

Terms of Reference

3. The terms of reference I was given were as follows.

“The purpose of the review is to examine the annual reports and achievements of the Police Fund, the future need for the services it provides, and the contribution that could be made by other bodies in the wider context. The review is to include recommendations on the way forward for the provision of these services to the Fund’s clients.

The scope of the review should encompass: -

- Reviewing the Steele report recommendations and evaluating their implementation;
- Consideration of the role of other bodies/organisations which directly or indirectly provide other services to the police family; and whether any duplication exists;
- Formulation of proposals for the future of the Police Fund and the provision of its services, including its cost base and the relationships with other bodies in the police family and wider mainstream provision of such services.

The review should also evaluate the impact of the existence of the Police Fund and the provision of its services on its direct clients and the wider police family.

It is expected that the review process will include a range of meetings with interested parties as well as the receipt of written representations.

The reviewer is asked to report to the Secretary of State during October 2004.”

For ease of reference the relevant extract from the Patten Report is attached at Annex A and a summary of the Steele Review recommendations at Annex B.

Consultations

4. We consulted very widely as can be seen from the following list of those to whom we spoke:

Sir John Semple, Chairman of Northern Ireland Police Fund and the following Board members: Lord Rogan, Terry Spence, David McClurg and Francesca Reid

Colin Ashe, Acting Chief Executive of Northern Ireland Police Fund
Northern Ireland Police Fund Staff

Iona Meyer, RUC GC Widows Association

Harry McCloy, Ann Boal and other representatives from the Disabled Police Officers Association

Other Disabled Police Officers

Tim Lewis and Edward Gorringe of the Police Rehabilitation and Retraining Trust

Larry McWilliams, RUC Benevolent Fund

Bertha McDougall, Lyla Hanna and Charlotte Murtagh, Forgotten Families

Beattie Doak and David Reeves, RUC GC Parents Association

Jim McDonald, RUC GC Foundation

David Turkington, Billy Brown and Sam Lamont Northern Ireland Retired Police Officers Association

David French, Chief Executive Police Dependents Trust

Professor Rea, Chairman and Trevor Reaney, Chief Executive Northern Ireland Policing Board

Terry Spence, Police Federation

Dr David Courtney, Chief Medical Advisor, PSNI Welfare/ Occupational Health and Welfare

Ex RUC officers

Guy Thomson and Ray Phillips, Superintendents Association

Dennis Licence, Chairman and Carolyn McCormick, Secretary Northern Ireland Memorial Fund

Deputy Chief Constable Paul Leighton and Chief Superintendent Wesley Wilson

Lord Maginnis (with Dr. Des Poole, Bill Eadie and Davy Hutton)

Lady Hermon

Jeffrey Donaldson

Sammy Wilson

Ian Paisley Jnr

William Hay

Robin Masefield and other NIO officials

Written submissions were also received from:

Forgotten Families

Disabled Police Officers Association

RUC GC Parents Association

Bill Eadie and Davy Hutton

Dr. Des Poole

Northern Ireland Retired Police Officers Association

Some Disabled Police Officers

Jeffrey Donaldson

Everyone was very helpful and constructive and we also received considerable assistance from the Policing Reforms Division of the Northern Ireland Office.

Review of Implementation of the October 2000 Report

5. A great deal has been achieved by the Fund since it was set up in 2001. The October 2000 Report (which I will refer to in this Report as the “original Report”) has largely been implemented and much good has been done. In particular, the pre-1982 widows have received £4.2 million in lump sum grants and a wide range of other assistance has been made available to widows and their families and the disabled and their families. In addition, the Fund has assisted various agencies within the police family including the RUC Benevolent Fund, the Police Rehabilitation and Retraining Trust, the RUC GC Foundation, the Parents Association, the Disabled Police Officers Association and the Retired Police Officers Association. All this has made a difference and everyone concerned is to be congratulated on what has been achieved.

6. I am not going to comment on each of the recommendations in the original Review. Such an examination is contained in the 2003/2004 Annual Report of the Fund, which we have seen in draft. Instead, in the following paragraphs I will concentrate on those areas where I think more should be done.

7. The first is in relation to recommendation 5 of the original Report viz.

“The Fund should make regular payments to widows to ensure that they have a reasonable standard of living.”

This has not been treated as a priority by the Fund, possibly because the group that I had mainly in mind - the pre-1982 widows – had received substantial lump sums (twice as much as the original Report had recommended) and, in addition, continued to receive Police Fund annual grants through the Benevolent Fund. Also there were difficulties associated with means-testing (for example, should the initial lump-sum grants be taken into account?) and in determining what was a reasonable standard of living.

8. My intention in making the recommendation was that the lump-sums were to provide that element of savings which the widows might have

expected to have if their husbands had not been murdered. Thus I conclude that the existence of the capital sum should not of itself exclude anyone from assistance, although it might be reasonable to take into account any interest earned. In any event some of the widows will have used some or all of the grants to assist their children. I will deal further with the question of means-testing later in this Report. In the meantime I recommend that the Fund return to Recommendation 5 as a priority.

9. Recommendations 8 and 9 of the original Report dealt with disabled officers and their families. They read as follows:

“The Fund should look at each case on its individual merits beginning with the earliest.”

“Consideration of help to disabled officers and their families should be done in a flexible and generous way taking into account the role of family carers.”

The draft 2003-2004 Annual Report of the Fund which we have seen notes each of these recommendations as achieved. I can see why this is so given the considerable assistance that the Fund has made available to disabled former officers but I am afraid that, in my, view, the recommendations are far from being achieved. Paragraph 41 of the original Report, which contains Recommendations 8 & 9, makes it very clear that I envisaged that an examination of individual circumstances would result in some of them, as with the pre-1982 widows, receiving both lump-sum and regular payments. I recommend that the Fund should return to these recommendations as a priority. Again, I will be mentioning the question of means-testing later in the Report.

10. Recommendation 18 of the original Report suggested that an early priority for the Fund should be the establishment of an automated database covering the widows and disabled and their families. This has not proved easy in practice mainly because of the Data Protection Act and there is

consequent uncertainty about whether or not the Fund has established its full client base. I will also be returning to this subject later in this Report.

THE FUTURE

Life of the Fund

11. I have been told in relation to the question of regular payments to the widows and disabled that the Fund was reluctant to get involved in regular payments as there was uncertainty about whether or not it would continue to receive Government funding after three years. The setting up of this Review actually added to the uncertainty. Paragraph 57 of the original Report clearly envisaged that it would continue and I am certainly in no doubt that the work of the Police Fund must continue for the foreseeable future and continue to be resourced by Government. I so recommend.

12. The immediate challenge for the Fund's Board is to draw a line under recent events in relation to its financial management and administration and to establish the Fund on a firm footing for the future. I set out below my recommendations to put this into effect.

Overlap with other Organisations

13. My terms of reference required me to consider the roles of other bodies/organisations which directly or indirectly provide other services to police families and to identify whether any duplication exists. We have met representatives of the bodies involved and Annex C contains details of their respective roles as well as a summary of the role of the Police Fund. As is evident, there is a degree of overlap. In particular, both the Memorial and the Police Funds have schemes to provide assistance with wheelchairs, prosthesis and chronic pain management; and PRRT and the Police Fund both provide educational, physiotherapy and psychological support for their clients.

14. Given the degree of overlap and duplication between organisations we have considered the possibility of combining the administration of the Fund with another organisation such as PRRT, or the Benevolent Fund, or the Memorial Fund and have come to the conclusion that the Memorial Fund is a real possibility. It does similar work and already has staff who are security cleared. Duplication between the two Funds could more readily be eliminated and a reduction in Police Fund operating costs which could also be achieved. I recommend that the two Funds should explore this further in consultation with Government. I emphasise that in any event the Police Fund should be maintained as a separate financial entity to safeguard the continued implementation of the original Patten recommendation. In particular, the security of clients should continue to be a priority. It is worth noting that the Memorial Fund has already received 599 applications from within the police family.

Co-Ordination

15. Although some co-operation does exist between organisations, more clarity needs to be brought to bear on the respective roles of all the organisations concerned. As a first step I recommend that the Fund, or possibly the Care Forum, should arrange a conference at which the various organisations should present their roles and explore with others a way forward. I know that the Fund had earlier intended to hold such a conference but for various reasons it did not happen. I also recommend the drawing together of a handbook by the Police Fund setting out all the different roles in detail for the information of all the organisations.

Future Needs

16. I recommend that the Fund initiate a study to forecast future requirements for the services it provides, bearing in mind the interface with the Health Service which will occur as people grow older and require full time care

and the general possibility that the need for assistance will become routine or tail off.

Means Testing

17. I now return to the vexed question of means-testing. At present the first thing that happens when someone wishes to apply to the Fund for assistance is that they are confronted by an extensive application form inter alia requiring details of financial circumstances. This is not only off-putting, it gives people the feeling that they are begging for charity. I believe that there is a better way of doing it. A personal visit, or visits, from someone sympathetic who was trained to draw out the necessary information as painlessly as possible and to report on it would be much more likely to convey the impression that the client was getting an entitlement not charity (this would be particularly important in relation to cases in which continuing financial assistance might be required). I so recommend. In the near future it may also be possible to arrange with the Retired Police Officers' Association that its trained visitors should deal with the more routine requests for assistance from the Fund.

Riot Victims

18. Several of those to whom we have spoken raised the question of the Fund's scope. Paragraph 23 of the original Report dealt with this and concluded reluctantly that it should be limited in its coverage to deaths and injuries caused directly by terrorist violence. The Disabled Police Officers Association and others to whom we spoke argued for the extension of coverage to include those officers and their dependants who were injured or killed as a result of rioting. Indeed we met an ex-member of the Full-Time Reserve who is permanently wheelchair-bound following an injury sustained in a serious riot involving both loyalists and republicans. I cannot refute the assertion that riots have been an integral part of the troubles; but they are not unique to Northern Ireland. Criminal injuries compensation and injury on duty

pensions should, we hope, provide adequate financial assistance in recent cases. However, in earlier cases, it may be that compensation and/or police pensions do not provide adequate help for riot victims or their dependants. However, after much thought we conclude that these cases must remain outside the remit of the Police Fund.

Business Planning, Criteria for Awards and Delegation

19. As I have said above, the immediate challenge for the Fund is to draw a line under recent events in relation to its administration and to establish itself on a firm footing for the future. I recommend that this should involve drawing up a Mission Statement and a Business Plan to make it a reality. The plan should be for three years and should be up-dated annually. The Fund should also seek further to develop criteria for its awards to permit a degree of delegation to the Chief Executive. I so recommend. In addition, I recommend that at the end of the financial year 2005/06 the Board should set in motion an independent evaluation of the extent to which its clients needs are being met.

Financial Systems

20. The Fund has of late been beset by financial management problems and these have led to a review by NIO Internal Audit of the Fund's financial systems. Although we have not seen this audit report (because it had not yet been finalised) we assume that it will make recommendations aimed at improving financial systems and accountability so as to put the running of the Fund on to a sound financial basis which complies with government accounting standards.

Recognition of their sacrifices

21. It is clear from talking to widows and the disabled that financial assistance is not everything - continuing recognition of their and their families'

sacrifice is also extremely important to them. It is also clear that with the formation of the Police Service of Northern Ireland many of them feel distanced from the Service. "We're history". "They would like to air brush us out – sweep us under the carpet". Although the RUC George Cross Foundation is seen as a positive development as is the National Police Memorial Day, these feelings persist. I recommend that the Fund should liaise with PSNI in identifying ways of convincing the widows and disabled that their sacrifice is recognised and that they are still valued.

Conclusion

22. I end by thanking all those who have helped me during the Review. Everyone with whom I spoke was helpful and constructive as well as in some cases being frank about the problems they had faced.

Mr. Richard Miller, who was appointed to assist me, took a full part in the Review and contributed to it greatly. Similarly, Mrs. Gillian Ardis, who acted as Secretary of the Review, not only made all the arrangements for meetings, papers etc but also contributed constructively as we went along. Also, staff in Mrs. Ardis's Division in the Northern Ireland Office were extremely helpful in seeking out information for us and in typing successive drafts. I am grateful to them all.

SUMMARY OF REVIEW RECOMMENDATIONS

Review of Implementation of the October 2000 Report

1. The Police Fund should return to Recommendation 5 of the original report as a priority. (Para. 7)
2. The Police Fund should return to Recommendations 8 & 9 of the original report as a priority. (Para. 9)

Life of the Fund

3. The work of the Police Fund must continue for the foreseeable future and continue to be resourced by Government. (Para. 11)
4. The Police Fund and Memorial Fund should explore in consultation with Government the possibility of combining the administration of the two Funds. (Para 14)

Co-Ordination

5. The Police Fund or possibly the Care Forum should set up a conference at which the various organisations should present their roles and explore with others a way forward. (Para. 15)
6. The Police Fund should produce a handbook setting out all of the different roles of the organisations. (Para. 15)

Future Needs

7. The Police Fund should initiate a study to forecast future requirements for the services it provides. (Para. 16)

Means Testing

8. A personal visit, or visits, from someone sympathetic who has been trained to draw out the necessary information as painlessly as possible and to report on it should replace the application form. (Para. 17)

Business Planning, Criteria for Awards and Delegation

9. The Police Fund should draw up a Mission Statement and Business Plan. (Para. 19)
10. The Police Fund should seek to further develop criteria for its awards. (Para. 19)
11. The Board of the Police Fund should set in motion an independent evaluation at the end of the financial year 2005/06. (Para. 19)

Recognition of their sacrifices

12. The Police Fund should liaise with PSNI in identifying ways of convincing the widows and the disabled officers that their sacrifices are recognised and that they are still valued. (Para. 21)

**EXTRACT FROM REPORT OF INDEPENDENT COMMISSION ON
POLICING FOR NORTHERN IRELAND (PATTEN REPORT)**

Disabled Officers

10.20 During the course of our work we met many police officers who had been disabled as a result of terrorist attacks. We do not believe that these officers have been treated as well as they should have been by the police service or by the welfare services. Criminal injury claims in the early years of the present Troubles were settled for derisory sums of money. Inadequate attention had been given to the physical pain that many of the injured continue to suffer for years afterwards. We were also dismayed to see the low quality of the prostheses supplied to amputees, some of who have gone to considerable personal expense to buy more advanced and better finished prostheses. We welcome the fact that consideration is at last being given to the establishment of a pain clinic and we hope that this will soon come into being. We also recommend that a substantial fund be set up to help injured police officers, injured retired officers and their families, as well as police widows (see below). The fund could supplement the income of those on very low pensions, help finance the procurement of better prostheses or household equipment for the disabled, and make grants to universities for research or for bursaries for disabled officers who wish to study.

Widows

10.21 We also met many RUC widows who felt that more could be done to help them. Again, the financial packages awarded in the early years of the Troubles were very small, and some of those widowed at that time are now living in penury. We were surprised that the RUC Widows Association, unlike the Disabled police Officers Association, is not supplied with premises by the police and that the widows who run the Association do so from their own homes, using their own telephones.

We recommend that the Widows Association be given an office on police premises, free of charge, and a regular source of finance adequate to run their organisation. The fund recommended in the preceding paragraph should also be used to support widows in financially straitened circumstances.

Summary of Steele Review Recommendations

Scope of a Police Fund

1. The Fund should be limited in its coverage to deaths and injuries to police officers caused directly by terrorist violence.

Families of Murdered Officers

2. Each of the widows pre 25 November 1982 should receive from the Fund a lump sum based on £1000 for each year, or part-year, of widowhood up to the date of the setting up of the Fund.
3. Widows who have re-married should also receive a lump sum calculated in the same way up to the date of re-marriage.
4. The Fund should assume responsibility for the £1000 (not means tested) which the RUC Benevolent Fund currently pays annually to each widow.
5. The Fund should make regular payments to widows to ensure that they have a reasonable standard of living.
6. The post-1982 spouses of murdered officers should also receive assistance from the Fund if their circumstances merit it.
7. The Fund should actively seek out cases of need and using specially trained staff made a rounded assessment of the individuals circumstances.

Disabled Officers and their Families

8. The Fund should look at each case on its individual merits beginning with the earliest.
9. Consideration of help to disabled officers and their families should be done in a flexible and generous way taking into account the role of family carers.

Role of a Police Fund

10. The Fund's role should extend widely to cover all aspects of the care of police officers in Northern Ireland, and their families, who have been directly affected by terrorist violence.
11. The Fund's role should extend to police officers directly affected by terrorist violence in the future.
12. The Fund's role should also cover assistance with the procurement of better prostheses or household equipment for the disabled; bursaries for widows and disabled officers who wish to study; the education of children of widows and disabled officers; and the sponsorship of research into relevant topics such as post traumatic stress disorder, pain management and prostheses.
13. The Fund should exercise a general co-ordinating role, working with other groups operating in its field and where appropriate it should provide financial assistance for their activities.
14. The Fund should consider stimulating the formation of an association for the parents of murdered police officers and if set up should assist it with funding.
15. It should be open to the Fund to assist the Benevolent Fund financially if that becomes necessary as its income falls because of the fall in police numbers.
16. The Fund should keep under review the need for the establishment of a police convalescent home in Northern Ireland.
17. The Fund should finance visits to Harrogate and Auchterarder convalescent homes for officers injured by terrorist violence.
18. An early priority should be the establishment of an automated database covering the widows and disabled and their families.

Administration of the Fund

19. The Fund should be administered by a small group of Trustees appointed by the Secretary of State.

Funding

20. Finance for the Fund should be a sum of £6m in the first year and £2.5m in each of two succeeding years.

21. The Fund should be able to carry any unexpended balance forward at the end of the first and second years.
22. The Trustees should report annually to the Secretary of State.

POLICE FUND	
ROLE:	To cover all aspects of the care of police officers in Northern Ireland, and their families, who have been directly affected by terrorist violence, whether in the RUC or the PSNI. To work with other bodies operating in this field, such as the RUC Benevolent Fund, Police Federation, Memorial Fund etc and as far as possible avoid duplication of effort.
AIM:	<p>To provide funds and arrange assistance for any member of the 'police family' directly affected by terrorism, including injured disabled or murdered policemen and women.</p> <p>To provide a general co-ordinating role with other groups operating in its field:</p> <ul style="list-style-type: none"> • PRRT (The Police Rehabilitation and Retraining Trust) • RUC Widows' Association • DPOA (Disabled Police Officers Association) • RPOA (Retired Police Officers Association) • Forgotten Families • Parents Association
SCHEMES:	<p><u>Bereavement Support</u> – provides support for those experiencing financial hardship as a result of bereavement through terrorist violence.</p> <p><u>Disability Support</u> - provides support for those who are experiencing financial hardship as a result of an injury or disability caused as a direct result of terrorist violence.</p> <p><u>Disability Adaptations</u> – provides funding for the provision of specialised equipment, or adaptations to dwellings, for those seriously injured directly through terrorist violence.</p> <p><u>Prostheses/Wheelchair Grants</u> – provides grant assistance to ensure that police officers and former officers disabled as a result of terrorist violence have access to the most appropriate prostheses or mobility aids.</p> <p><u>Chronic Pain Management</u> – provides access to specialist treatment for those experiencing long-term pain as a direct result of terrorist violence. Intervention may include provision of a place on a pain management programme or referral to a medical or approved alternative provider appointed by the Police Fund.</p> <p><u>Educational Bursaries</u> - provides assistance to those whose lives have been adversely affected by terrorist violence and who may benefit from supported access to education.</p> <p><u>Psychological Support</u> – provides counselling and psychological support to those who have been adversely affected by terrorist violence.</p>

RUC BENEVOLENT FUND

ROLE:	To support ex members of the RUCGC, police widows, injured and disabled officers, as well as members of the PSNI who find themselves in financial hardship or difficulty. In all instances a case of need must be identified.
AIM:	<p>The fund aims to provide assistance to:</p> <ul style="list-style-type: none"> • Serving police officers • Injured and disabled officers • Ex members/pensioners • Ex members who are not pensionable • Widows/widowers • Dependants of any of the above • Parents of deceased single officers <p>The RUC Benevolent Fund is a charity that aims to address the most deserving cases.</p> <p>To meet every month and consider requests for financial help and other Benevolent Fund matters.</p> <p>To consider grants where there is clear evidence of financial hardship or difficulty.</p>
OBJECTIVE:	<p>Identify cases from those requesting assistance from the Fund for the Benevolent Fund Representatives to visit and present their cases to the Committee.</p> <p>To visit those requesting assistance from the Fund and present their cases to the Committee.</p> <p>To assess each case and discuss on its own merit. To provide grants to the most deserving cases.</p>

POLICE DEPENDANTS' TRUST

ROLE:	The Police Dependants Trust exists to assist in cases of need: dependants of police officers or former police officers who dies or have died as a result of an injury received in the execution of duty, and police officers or former police officers who are, or have been incapacitated as a result of an injury received in the execution of duty.
AIM:	<p>To cover members of all police forces in the United Kingdom, as defined in the Police Act 1964 and the Police (Scotland) Act 1967, officers on overseas or central service who have statutory reversionary rights, special constables and police cadets.</p> <p>To make grants to charities which have as their object the relief of sickness or mental or physical disabilities of police officers or former police officer, should income remain in any year after the primary purposes of the Trust have been satisfied.</p> <p>To hold regular meetings whereby all applications are placed before the Committee but urgent cases can, if necessary, be referred to an Emergency Sub-Committee.</p> <p>Ensure Police Welfare personnel administer grants for the Trust where this is appropriate because of illness or other circumstances.</p>
SCHEMES:	<p><u>Maintenance grants</u> – awarded to those whose income after accommodation costs falls below a defined level, enabling incapacitated officers and police dependants to enjoy a reasonable standard of living.</p> <p><u>Children Grants</u> – not just to cover essentials such as clothing but also for the purchase of sports or computer equipment, musical instruments or other educational facilities.</p> <p><u>Special purpose grants</u> - made in a variety of situations but most commonly to incapacitated officers for customized adaptations to their car or for special equipment to ease their disability.</p> <p><u>Holiday grants</u> – beneficiaries of the Trust can be given a grant to take a holiday if they otherwise cannot afford to do so. Also those with special needs can be given assistance such as a paraplegic former officer whose holiday in the Canaries accompanied by professional carers, was funded by the Trust.</p> <p><u>Funeral grants</u> – these can also be made where necessary.</p> <p><u>Residential Care Grants</u> – are considered to assist with incidental expenses.</p>

PRRT
THE POLICE REHABILITATION AND RETRAINING TRUST

ROLE:	To make available for Police officers whether serving or retired access to a range of appropriate healthcare and career based services in a comfortable setting through an organisation that is responsive to their needs.
AIM:	<p>To act in a supportive capacity by helping others do their jobs more efficiently and also seek to improve its own services by learning from other organisations.</p> <p>To carry out their role to the highest standard.</p> <p>To continue to carry out their role to the highest standard through the following departments:</p> <ul style="list-style-type: none"> • Careers Development • Training and Education • Psychological Therapies • Physiotherapy <p>To provide clinical expertise, confidentiality and treatment in a safe environment.</p>
OBJECTIVE:	<p>To help prepare officers for the changed circumstances of life either in or out of the police service.</p> <p>To provide one-to-one sessions with a Careers Advisor to identify personal skills, abilities and aptitudes.</p> <p>To provide information, advice and guidance to help make decisions about options including planning a new career, choosing a job, education and training opportunities and pursuing an active retirement.</p> <p>To provide Information Resource Centre.</p> <p>To provide a Psychological Therapy Service.</p> <p>To provide a Physiotherapy Service.</p>

WIDOWS ASSOCIATION	
OBJECTIVE:	To foster the social well being, friendship, health, recreation and leisure of members of the association and to strengthen and extend facilities for their children.

**DPOA
DISABLED POLICE OFFICERS ASSOCIATION**

ROLE:	To promote the relief and benefit of the members of the Association who have received serious personal injury whether physical or mental whilst in service with the RUC, RUC Reserve or the PSNI by the provision of rehabilitation with the object of preserving and protecting the health of and improving the conditions of life of such members of the Association.
AIM:	<p>The Association's aim is to provide:</p> <ul style="list-style-type: none"> • Monthly Away Days • Art Classes • Computer training • Home and Hospital visits • Time Outs • Sporting Events
OBJECTIVE:	<p>To arrange travel arrangements for members to visit friends, ex-colleagues etc.</p> <p>To provide art classes for those who find painting therapeutic.</p> <p>To arrange computer training at the Police Rehabilitation Unit or in member's own home.</p> <p>To visit members and spouses by the Directors and their wives.</p> <p>To organise specially organised weekends for members and their carers where alternative therapies are demonstrated.</p> <p>To organise sporting events for the disabled.</p>

**RPOA
RETIRED POLICE OFFICERS ASSOCIATION**

ROLE:	To represent retired Police Officers of all ranks in respect of pensions and to provide a social platform for arranging outings and functions.
AIM:	<p>The aims of the RPOA are:</p> <ul style="list-style-type: none"> • Safeguarding pension • Specialist advice on pension and allowances • Representations on local, national and UK relevant bodies • Ensuring equality of treatment • Liaison with Central/Local Government • Measures which benefit members • Maintaining contact with members • Contact with those injured or in ill-health • Organise/Participate in selected social/community events • Maintain the largest pressure group possible • Maintain a register of those seeking employment • Provide a six-monthly magazine
OBJECTIVE:	<p>To develop a registration form to formally induct members to the Association and identify more accurately those who suffered injuries, intimidation etc.</p> <p>To compile a database to harness the many enquiries being made.</p> <p>To provide financial assistance to get the Association established on a firm footing.</p> <p>To produce a magazine called "Reunion".</p> <p>To design, test and conduct a questionnaire survey.</p> <p>To establish "Befriending Scheme".</p> <p>To establish Travel and Accident Insurance Schemes</p>

PARENTS ASSOCIATION

ROLE:	To take on board the views of the parents and to provide proper support.
AIM:	To acknowledge and give recognition to the suffering of the parents of police officers who have suffered at the hands of terrorists.
OBJECTIVE:	To provide practical support for police officers, ex-police officers and their families

MEMORIAL FUND	
ROLE:	To be the primary charity dedicated to introducing and sustaining programmes that support those who have suffered as a result of the “Troubles” in Northern Ireland and to raising funds for that purpose.
AIM:	<p>To acknowledge and address the suffering of victims as identified by both the Good Friday Agreement and the report of the Northern Ireland Victims Commissioner, Sir Kenneth Bloomfield.</p> <p>To promote peace and reconciliation by recognising that the needs of victims are an important part of the healing process in Northern Ireland.</p> <p>To help victims to build a better future for themselves by providing them with the support they need.</p> <p>To help in the following:</p> <ul style="list-style-type: none"> • Pain Relieve and Respite Care • Trauma and Counselling • Financial Hardship • Training and Education • Group Networking
SCHEMES:	<p><u>Small Grant Scheme</u> – Provides household grants of up to £500 for those experiencing financial difficulties.</p> <p><u>Short Break Scheme</u> – gives individuals and families that have been affected by the troubles short breaks throughout the British Isles.</p> <p><u>Education and Training Scheme</u> – provides grant assistance that allows those who have been affected by the troubles to access the educational and training opportunities that will improve their employment prospects.</p> <p><u>Back to School Scheme</u> – provides grants to help with the costs encountered at the beginning of the school year.</p> <p><u>Discretionary Hardship Fund</u> –provides a grant to individuals/families on a low income who are experiencing financial difficulties.</p> <p><u>Chronic Pain Management Scheme</u> – provides grant assistance to contribute towards private medical consultation and subsequent treatments for those who sustained injuries in the Troubles.</p> <p><u>Wheelchair Assessment Scheme</u> – provides those who have sustained serious injuries during the Troubles and who now require the use of a wheelchair with one most suited to their lifestyle and mobility.</p> <p><u>Amputee Assessment Scheme</u> – provides those who have lost limbs as a result of the Troubles with state-of-the art prosthesis for the enhancement of their mobility and their lifestyle.</p>