

# The Police Rehabilitation Centre

## Eligibility Policy

### **Policy Statement:**

Policy Statement: The Police Rehabilitation Centre, Flint House, is a registered charity with the Charity Commission in England & Wales (Charity No 1146913). It is also registered as an incorporated company under the Companies Act 2006 (Company No 7990432).

For the purposes of this document ongoing and any other Police Rehabilitation Centre policy the terms “Serving Police Officer (s)” “Police Officer (s)” “Officer (s)” “Retired Officer(s)” refer to the stated categories of police personnel as defined in the Eligibility Criteria, paragraph 6 (section i).

The Charity is financially supported by police officers of the forces of southern England and Wales who make a voluntary weekly donation to the Charity.

The policy sets out the framework by which;

- Police Officers who make a voluntary weekly donation may receive treatment from the Charity ‘free of charge’, and,
- Retired Police Officers, who made a weekly voluntary donation during their police service, may receive treatment from the Charity at a cost determined annually by the Board of Trustees.

The aim of the Charity is to ensure the timely treatment of serving police officers to assist them in returning to full duty. In addition there are a number of beds (currently 11) which are allocated for the treatment of retired police officers. The definitions of ‘Police Officers ’ and ‘retired police officers’ are contained within this policy

### **Purpose:**

The purpose of this policy is:

- To provide clarity in the eligibility for treatment of officers who make the weekly voluntary donation to the Charity.
- To provide clarity in the eligibility for treatment of retired police officers who made the weekly voluntary donation to the Charity whilst serving officers.
- Provide a framework under which applications for admission from serving/retired police officers who are/were non-donors can be considered.

### **Legal Safeguard:**

The contents of this policy have been written in compliance with the ‘Articles of Association` of the Charity and policy decisions made by the Board of Trustees acting in accord with them.

### **Application of the Policy:**

This policy will be applied in a flexible way and with sympathetic consideration of all the issues involved in any particular case.

### **Responsibility for application of the policy:**

The responsibility for the application of this policy lies with the Chief Executive. Applicants for admission (or their representative) who believe that they have been unfairly treated under this policy should in the first instance raise the matter, normally in writing (including email), with the Chief Executive.

Should the matter not be satisfactorily resolved by the Chief Executive the applicant, or their representative, should bring the matter to the attention, normally in writing (including email), of the Chairman of the Board of Trustees.

### **Eligibility Criteria:**

Individuals deemed by the Trustee Board eligible for the Charity's benefits and provision of the treatment are;

i) Serving Police Officers who hold the 'office of Constable', Special Constables, Police Community Support Officers, Designated Detention Officers, Ministry of Defence Police Officers, British Transport Police Officers, Civil Nuclear Constabulary, and Port Authority Police Officers, as well as any other police personnel the Trustee Board may deem eligible from time to time, who contribute a weekly voluntary donation to support the Charity's aims and objectives.

ii) Retired Police Officers;

- in receipt of a full police pension, OR
- who have served for a minimum of 25 years, OR
- who are in receipt of a medical pension, AND
- who whilst serving donated to Flint House AND
- who were not dismissed as a result of a finding of Gross Misconduct

Retired officers who do not fulfil the above pension and service criteria may exceptionally be considered for treatment and will be required to pay the full daily costs (currently £150 per day).

### **Non-donating Police Officers**

Only in exceptional circumstances will a non-donating police officer be accepted for treatment. There will be a requirement for the individual to prove that they have started donating to the Charity and the full cost of treatment currently £150 per day (£1,800 for 12 day stay) will have to be received before the application is processed.

The Trustees retain the discretion to consider each application from a non-donor on the merits of the particular case presented and take into account unique and/or significant circumstances that may apply e.g. extreme financial difficulties, for which a Hardship Fund has been set up.

The cost of admission for treatment will be reviewed annually and may therefore increase in accord with the Charity's annual running costs.

## **Related Eligibility Matters:**

### **Officer Status**

All officers applying for a period of treatment at The Police Rehabilitation Centre must still hold the status of “serving **police** officer” for the duration of their stay in order to receive treatment free of charge. Those officers who will have retired by the time their treatment is due to commence must have completed the Retired Officer Application form, stay for 5 days treatment and pay the relevant charge.

### **Pre-existing Conditions**

To reduce the potential for abuse of this policy, on commencing donating to the Charity, there will be a twelve month time restriction period on being admitted for treatment for a pre-existing illness or injury. Should an officer still wish treatment for the pre-existing illness or injury then they will be considered as a Non-donor (see above).

### **Officers transferring between police forces;**

Should an officer transfer between forces they must ensure that their donations to the Charity continue in their new force, it is not automatic.

### **Maternity Leave:**

A police officer on Maternity Leave who retains the ‘office of Constable’ and should ensure that their weekly voluntary donation to support the Charity continues to be made whilst on paid and unpaid Maternity Leave, otherwise they become a non-donor. The officer will then be required to self-fund at the current daily rate. *Officers should contact the Centre directly to discuss the methods available to continue donating.*

### **Career Breaks:**

A police officer who takes a ‘career break’ retains the ‘office of Constable’ and should ensure that their weekly voluntary donation to support the charity continues to be made whilst on their career break otherwise they become a non-donor. The officer will then be required to self fund at the current daily rate. *Officers should contact the Centre directly to discuss the methods available to continue donating.*

### **Suspended Officers:**

An officer under suspension may seek treatment from the Charity either for a reason unconnected with their suspension, or as a direct result of their suspension e.g. suffering stress and anxiety.

Each case of a suspended officer applying for admission will be considered on the individual merits of the case.

If these officers are unable to produce a warrant card for identification on arrival then they must be made aware that The Police Rehabilitation Centre reserves the right to contact their force to ensure that they still hold the status of a “serving Officer” and have not resigned or been dismissed since applying for treatment.