



FLINT HOUSE
THE POLICE REHABILITATION CENTRE

ANNUAL REPORT 2014





THE POLICE REHABILITATION CENTRE

Governing Document

The charitable company is controlled by its governing document; the Articles of Association adopted on 14th March 2012, and constitutes a limited company, limited by guarantee as defined by the Companies Act 2006.

Objectives of the Charitable Company

The objectives of the charitable company are the promotion of the police service by the provision of rehabilitation services for the benefit of serving and retired Police Officers and (save for purposes incidental and ancillary to these objects) no other purposes.

Our History

The first Police Seaside Home was established in 1890 by the late Miss Catherine Gurney OBE (President of the International Christian Police Association) with the assistance of Miss Griffin, for the benefit of police officers of all ranks requiring rest and a change of air after sickness or injury.

In 1892/3 a new building was erected on freehold ground, the site being given by the late Miss E.M. Bell. The foundation stone of this building was laid in October 1892 by H.R.H. Princess Christian, and the Home was opened in July 1893. After that date it was enlarged four times. On 26th September 1966 the Home moved to another new building at 205 Kingsway, Hove which was officially opened in November 1966 by Her Majesty Queen Elizabeth the Queen Mother.

The scale of casualties in our police forces and the stresses to which they were being exposed, significantly increased to a point where the Hove home could not provide the level of service required. Hence Flint House, in Goring on Thames was purchased, adapted and developed to cater for the special requirements of injured and sick police officers, providing additional facilities for physiotherapy, hydrotherapy, stress counselling, health education, etc.

Flint House was officially opened by Her Majesty Queen Elizabeth the Queen Mother on 2nd June 1988. The Centre is maintained by voluntary contributions from police officers serving in member Forces, donations from both Force and private sources, and income from investments. The capacity of Flint House was further increased to 165 beds following building extensions in 1995, 2003 and 2012.

Organisation

The trustees manage the charitable company. The full Board of the Trustees meets every two months at the charitable company. The full Board of the Trustees is mainly concerned with policy matters and agrees broad strategies and areas of activity for the charitable company. More detailed trustee management is dealt with through subcommittees. At present these consist of:

- The Finance and General Purposes Sub-Committee, which meets on a monthly basis, reporting back to the full Board at the Trustees meetings. The Finance and General Purposes Sub-Committee deals with all financial decisions including monitoring of income and expenditure, staff salaries and any other major issues deemed appropriate.
- Other committees and working groups are formed on a temporary basis as and when necessary.
- When important matters arise in between meeting cycles the Chief Executive and the officers of the board communicate with each other and the other trustees by phone and /or e-mail in order to reach a decision.
- Responsibility for day to day management of the charitable company lies with the Chief Executive, who has powers and responsibilities approved by the trustees.

None of the trustees receive remuneration from the charitable company.

THE POLICE REHABILITATION CENTRE

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31ST DECEMBER 2014

Registered Company Number 07990432 (England and Wales)
Registered Charity Number 1146913
Registered office and principal address Flint House,
Reading Road, Goring on Thames,
Oxfordshire, RG8 0LL
Telephone No. 01491 874499
Fax No. 01491 875002
Website: www.flinthouse.co.uk
E-mail: enquiries@flinthouse.co.uk

Patron Her Majesty the Queen
President Sir Bernard Hogan-Howe QPM

Trustees	Representing
* Mrs D.J.C. Priestley OBE DL (Chairman)	
Mr S. Bray	The Commissioner of the Police of the Metropolis
Mrs A. Bennett	
Dr A. Anderson	
- Mr D. Ball (Chairman)	
Mr H. Davies	
Mr A. Menzies	
Mr F. Habgood	The Association of Chief Police Officers
Mr W. Riches	The Joint Central Committee of the Police Federation of England and Wales
Mr M. White	The Police Federation Joint Branch Boards
* Mr M. Peters	The Police Federation Joint Branch Boards
Mrs S. Kumar-Merino	The Police Federation Joint Branch Boards
* Mr J. Williams	The Police Federation Joint Branch Boards
Mr K. Marsh MBE	The Metropolitan Police Constables' Branch Board
Mr M. Nurthen	The Metropolitan Police Sergeants' Branch Board
Mr D. Lemonde	The Metropolitan Police Inspectors' Branch Board
* Mr G. Cassidy	The Superintendents' Association
+ Mr B. Knott	The Christian Police Association
+ Mr T. Jackson	The Superintendents' Association
+ Mr K. Phillips	The Police Federation Joint Branch Boards
+ Mr A. Eggleston	The Police Federation Joint Branch Boards

Finance and General Purposes Sub-Committee

Trustees appointed to the Finance and General Purposes Sub-Committee are:

Mr K. Marsh MBE	Mr H. Davies
Mr M. Nurthen (Chairman)	Mr W. Riches
Mr D. Ball	Mr M. White

Chief Executive Commander Tom McAuslin MMedSc FIHM Royal Navy

Medical Officer Dr A. D. Lamb MB BS (London) Dch MRCPG DRCOG DFFP

Honorary Chaplain The Rev D. Axcell

* Retired during 2014

+ Appointed during 2014

- Appointed during 2015

THE POLICE REHABILITATION CENTRE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2014 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS

Financial Review

This year the Charity reported a net deficit of £255,730 (2013: £80,356 surplus) before recognition of investments.

This highlights the concern that officers' donations do not cover the operating costs of the Centre which does not allow for any surplus contingencies to cover unplanned costs, capital expenditure and maintenance of the Centre.

The Charity's total income decreased by £245,923 to £4,782,959 (2013: £5,028,882) of which £151,374 was Restricted Income. The Forces donations increased by £50,580 (1%) to £4,022,979 (2013: £3,972,399) compared to previous year.

In September 2014 the Board of Trustees agreed that the donations would increase by 23p (£1.15-£1.38) per week, 2014 also saw a reduction of 1,100 donating officers.

Discretionary donation income has decreased by £48,599 to £109,247, of which £55,422 was received from The Police Rehabilitation Trust.

Resources expended have increased by £90,163 from £4,948,526 to £5,038,689. This is mainly due to annual inflation rate on costs.

The Lottery received £108,161 (2013: £107,355) in income of which £18,000 is payable in prize winnings. Of the total lottery income, £16,872 (2013: £15,614) has been expended to facilitate its operation.

The majority of the investments remained in the FTSE 100 equities as well as mature EURO and US based investments to manage risk. The policy for the investments was reviewed in March 2014, it was agreed that the upper limit for the overseas equities would increase from 50% to 60% and that the UK equities would decrease from 45% to 35%. The change has made a favourable impact on the investment portfolio.

Investments were disposed of during the year realising a gain of £43,275 (2013: £87,743). Due to favourable market conditions there has been an increase in market value of total investments of £571,747 (2013: £722,752).

The market value of the investment portfolio at the year-end closed at £7,103,942 (2013: £6,768,652) an increase of £335,290 (5%). This being £1,604,984 (29%) (2013: £1,502,034 (29%)) above cost.

The 2014 Financial Report gives a clear message that the primary risk remains with the reduction of donating officer associated with increasing costs of running the Centre. The key marketing campaign is to continue to attract the 30,000 non donating officers in order for the Centre to sustain the levels of service currently provided.

Future Plans, Achievements and Public Benefit

In its 26th year, the Police Rehabilitation Centre can claim to have provided essential healthcare for almost 67,000 police officers most in need of the excellent care available.

In 2014, a total of 3,238 serving officers and 444 retired officers have benefited from the outstanding treatment provided. Waiting times have lengthened however, partly because of the necessary upgrading and improvements of the vital computer system, also the essential refurbishment of bedrooms in the oldest part of Flint House and reflecting the increase in patient demand. It is anticipated that waiting times will decrease now that the work is complete.

THE POLICE REHABILITATION CENTRE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2014 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS (cont.)

Future Plans, Achievements and Public Benefit (continued)

Occupancy rates continue at 98%.

The high number of patients receiving excellent treatment enabling them to resume their public duties satisfies the Public Benefit requirement of Section 17 of the Charities Act 2011. The treatment provided by the Charity also saves money both in the NHS and Police Forces increasingly facing severe cuts to their limited resources. The Hardship Fund may give support in exceptional cases where an officer, through no fault of their own has been unable to continue donating and is in need of assistance.

Initiatives

An important initiative this year has been the setting up of a small scale research study within the Rehabilitation Department to assess the outcomes of treatment for patients admitted for a specific condition. The research is being conducted by two Senior Physiotherapists working part-time, the study being supervised by the University of Hertfordshire. The Centre has always had a wealth of anecdotal evidence from patients but has not had the supportive data. It is hoped that this unique study will yield important substantive data.

The second important initiative has been the inaugural meeting at the Centre of Heads of other Rehabilitation Centres following an invitation to visit the Police Rehabilitation Centre hosted by David Flint, Head of Rehabilitation and Sarah Allen the Nursing Manager. This group now exists for exchange of information, best practice, staff development and training, policies and mutual support to improve services provided. All who attended considered it a most important professional innovation and support it wholeheartedly.

This year has seen mounting pressures on a rapidly decreasing number of police officers and there has been an increasing awareness of their 'invisible needs' in terms of psychological support from which patients could benefit. A strategy for training a specialised team in their field is being developed to help the increasing number of patients needing this support, and to complement the rehabilitation treatment and addressing this unmet health problem. This key significant and welcome innovation gives added value to the range of treatments available to patients and new challenge for the nursing team. There has been constructive mutual dialogue with 'Mind' and other mental health charities.

Plans

In November, the Centre successfully applied for a grant through the Cabinet Office, for funding, finance having been made available through the Libor Fund for the Emergency Services and 'Mind'. The requirement was that approved funding of £500,000 must have all projects completed by 31st March 2015. This amazing 'bonus' has made possible schemes aspired to, and others brought forward. I should like to record my warm thanks to the CEO and managers and all staff who are making this possible by their strenuous efforts to complete by the deadline: it is an exciting and demanding time.

The outstanding achievement will be the construction of two timber lodges in the garden, fully fitted out and furnished to provide the essential accommodation for the psychological support team and patients. The provision of funding for this new facility could not be more timely and is a splendid opportunity to advance this innovative work and make an aspiration a reality.

The construction of an outdoor exercise area fitted out with 'park type' equipment will be a great asset for use by our patients and is attractively landscaped and an enhancement to the drive area.

THE POLICE REHABILITATION CENTRE

TRUSTEES' REPORT FOR THE YEAR ENDED 31ST DECEMBER 2014 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS (cont.)

Future Plans, Achievements and Public Benefit (continued)

The funding will also bring forward 'updating' of bedrooms and other areas and replacing equipment both inside and in the grounds. The plans have all been carefully devised to provide maximum benefit for all our patients and give added facilities, equipment and training for our staff. The Board is immensely grateful for this totally unexpected financial 'one off' support.

During the year the Centre has had a number of visitors, all of whom found the visit very interesting and impressive: the Deputy Commissioner Craig Mackey from the Metropolitan Police, also Robin Wilkinson the HR Director of the Metropolitan Police, Claire Long the Police Mutual Insurance CEO, also senior staff from the Cabinet Office and Home Office came for a first visit.

Challenges

I must emphasise that the Libor Fund grant has been a most fortuitous bonus and boost to the Centre's finances but must not detract from the serious issues highlighted this year. The focus must be on income generation to support and sustain the ongoing cost of running the Centre.

The likely reduction of 27,000 police officers nationally and probably approximately 16,500 in the contributing Forces is a worrying 'loss' of existing donating officers and the strenuous efforts to recruit donors is likely to be offset by the reduction. Additionally, the lack of new recruits in most forces is another serious problem. This situation makes it imperative to persuade the non-contributing officers to become donating members. The Board faces a serious challenge in future funding. Efficiency savings throughout the Centre, proceeds from the Lottery and ultimately legacies are all playing a very important part, but it is the Police members' support and focus on this issue that is crucial to devise solutions.

The Police Rehabilitation Trust has most generously funded a second 'Alter G' anti-gravity machine which is a vital piece of equipment for the rehabilitation of many patients with serious lower limb conditions and both machines are in constant use and proving highly effective. In addition, grants have been made for much needed smaller items of equipment and possible funding may be made available towards specialist training needs.

Over the years, the Police Rehabilitation Trust has donated a huge range of equipment, accommodation and much enhanced facilities, raising funds which have made a lasting contribution to developing the 'Centre of Excellence' the Centre has become. Currently, it is very difficult to raise funds for police charities and the strenuous efforts of the Director, Christopher Mann, are deeply appreciated and the Centre is particularly grateful for the generous donations this year.

As I retire as Chairman of the Board after 14 years and 25 years as a member, I should like to pay tribute to the patients, CEO and all staff and my colleague Trustees for their enormous dedication to the Centre and their help and support over the years which has realised the initial objective to develop and maintain a 'Centre of Excellence' for help and healing for all those police officers in need of the finest care. My involvement has been a most heartening experience and I feel deeply privileged and proud to be associated with the invaluable and outstanding service provided for the increasing numbers of police officers who benefit from the care they receive. My heartfelt thanks to you all and very good wish for the future.

Mrs D.J.C. Priestley
Chairman

21st April 2015

THE POLICE REHABILITATION CENTRE
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31st DECEMBER 2014

	Unrestricted Funds 2014 £	Restricted Funds 2014 £	Total Funds 2014 £	Total Funds 2013 £
Incoming resources				
Incoming resources from generated funds				
Voluntary income	4,076,804	55,422	4,132,226	4,130,245
Activities for generating funds	407,431	95,952	503,383	694,965
Investment income	147,350	-	147,350	203,672
Total incoming resources	<u>4,631,585</u>	<u>151,374</u>	<u>4,782,959</u>	<u>5,028,882</u>
Resources expended				
Cost of generating funds	136,080	25,952	162,032	217,330
Investment manager's fees	45,580	-	45,580	38,750
Charitable activities				
Treatment	1,654,434	-	1,654,434	1,627,513
Accommodation & catering	3,118,273	-	3,118,273	2,935,258
Governance costs	58,370	-	58,370	129,675
Total resources expended	<u>5,012,737</u>	<u>25,952</u>	<u>5,038,689</u>	<u>4,948,526</u>
Net incoming / (outgoing) resources before transfers	(381,152)	125,422	(255,730)	80,356
Transfers between funds				
Designated fund	-	-	-	-
Restricted fund	52,358	(52,358)	-	-
Net incoming / (outgoing) resources before other recognised gains	(328,794)	73,064	(255,730)	80,356
Net profit on disposal of investments	43,275	-	43,275	87,743
Change in market value of investments	571,747	-	571,747	772,752
Net movement in funds for the year	286,228	73,064	359,292	940,851
Reconciliation of funds				
Total funds brought forward	27,121,103	1,625,415	28,746,518	27,805,667
Total funds carried forward	<u><u>27,407,331</u></u>	<u><u>1,698,479</u></u>	<u><u>29,105,810</u></u>	<u><u>28,746,518</u></u>

THE POLICE REHABILITATION CENTRE

BALANCE SHEET AS AT 31st DECEMBER 2014

	£	2014	£	£	2013	£
Fixed assets						
Tangible assets			19,872,115			20,089,504
Investments			7,103,942			6,768,652
			26,976,057			26,858,156
Current assets						
Stocks		13,039			19,169	
Debtors and prepayments		703,439			748,502	
Monies held on deposit		402,057			148,910	
Cash at bank and in hand		1,218,248			1,169,559	
		2,336,783			2,086,140	
Creditors: amounts falling due within one year						
Creditors and accruals		207,030			197,778	
Net current assets			2,129,753			1,888,362
Net assets			29,105,810			28,746,518
Funds						
Unrestricted funds			27,388,681			27,102,453
Designated funds			18,650			18,650
Restricted funds			1,698,479			1,625,415
			29,105,810			28,746,518

Note

The Unrestricted fund is mainly represented by the total cost of Freehold Property - £19,109,120 appearing in the charitable company's Balance sheet. The balance of funds are partly invested in Stock Exchange securities and also bank deposits, which generate further income contributing towards the running costs of the charitable company.

The Designated fund represents the hardship fund.

The Restricted fund of £1,698,479 is represented by the capitalised build works from the Government grant of £1,696,879 and £1,500 for the lottery prize fund. The remaining £100 relates to restrictions on other donated income.

Trustees' Statements

The summarised financial statements are not the statutory accounts of The Police Rehabilitation Centre but a summary of information relating to both the Statement of Financial Activities and the Balance Sheet for the year ended 31st December 2014.

The summarised financial statements may not contain sufficient information to allow for a full understanding of the financial affairs of the Charity.

The full accounts from which these summarised financial statements are derived have been audited by George Hay & Company, who gave an unqualified audit report.

The full Trustees' Annual Report, Financial Statements and Auditors' Report may be obtained from The Police Rehabilitation Centre, Flint House, Reading Road, Goring on Thames, Oxfordshire, RG8 0LL.

The Trustees' Annual Report and Financial statements were approved by the Trustees on 21st April 2015 and have been submitted to the Charity Commission.

Mrs D.J.C. Priestley

THE POLICE REHABILITATION CENTRE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2014

Basis of accounting

The financial statements are prepared under the historical cost convention (with the exception of investments which are included at market value), in accordance with the Companies Act 2006 and the requirements of the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2005) issued in March 2005.

Audit Reports

The audit report issued for the year ended 31st December 2014 was an unqualified audit report.

THE POLICE REHABILITATION CENTRE

STATISTICS FOR THE YEAR ENDED 31st DECEMBER 2014 COMPARED WITH THOSE OF THE PREVIOUS YEAR

Number of patients and beds

	2014	2013
1. (a) Average complement of beds at 31st December	165	165
(158 bedrooms)		(158 bedrooms)
(b) Average daily number occupied during the year	148	150
2. Number of patients admitted	3,682	3,723
3. Average stay (in days) of each resident	12	12

Financial and other statistics

Annual Income and Expenditure 2012 – 2014

	2014	2013	2012
	£	£	£
Income			
Forces contributions	4,022,979	3,972,399	3,815,521
Third party contributions	193,510	139,498	173,703
Grants receivable	70,000	281,509	174,056
Interest and dividends	147,350	203,672	174,577
Donations	109,247	157,846	525,199
Other income	239,873	273,958	287,342
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Total	4,782,959	5,028,882	5,150,398
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Expenditure			
Staff costs	2,894,636	2,863,446	2,697,414
Catering	410,035	435,866	511,811
Establishment	932,759	842,256	1,273,125
Administration	224,529	229,051	223,438
Depreciation	576,730	577,907	551,059
	<hr/>	<hr/>	<hr/>
Total	5,038,689	4,948,526	5,256,847
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
(Deficit)/surplus for the year	(255,730)	80,356	(106,449)
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Note

- i. Gains/(Losses) on investments are excluded.

THE POLICE REHABILITATION CENTRE
DONATIONS LIST
FOR THE YEAR ENDED 31st DECEMBER 2014

HER MAJESTY THE QUEEN

8/18 Association	NARPO
Mr J. Ball	NARPO City of London
Mr J. Bannon	NARPO Hertfordshire
Mr A. Beesley	NARPO Staffordshire
Mr S. Bellingham	NARPO Surrey
Mr M. Blake	NARPO TVP Berkshire
Mr M. Bricknell (in memory)	NARPO Worcestershire
Mr A. Butcher	Mr & Mrs C. M. O'Donoghue
Churches Together in Sleaford	Mr A. Patton (in memory)
Mr M. Coggles	Mr M. E. Phipps
Daventry and Northants retired members	Police Federation (Bravery Awards)
Dorset Police Federation	Police Rehabilitation Trust
Mr M. Davies	Police Superintendents' Association
F Division Retired Police Officers Association	Port of Tilbury
Hampshire Constabulary Dependents Fund	Posh Paws (Karen Walters)
Ms R. A. Harvey	Mr G. Rode
Hearing Star Charitable Partnership (NARPO)	Mr M. Sharpe (in memory)
Sir Brian Hayes	Mr P. T. Smith
Lord Peter Imbert	Manor of St James Lodge Relief Chest
International Police Association Camping & Caravan	Scheme
Mr D. King	Mrs V. Tedder
Mr T. J. Laws	Thames Valley Police Federation CBB
Mr B. Love	University of the Third Age
Mr S. Lee	West Mercia Police Authority (Police Property Act)
Magpie Charitable Trust	Mrs J. V. Williams
Mr A. Meldrum (estate)	Mrs S. Williams
Metropolitan Police Friendly Society	Worshipful Company of Security Professionals
Mr G. Moss	



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