



# FLINT HOUSE

*The*  

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*Police*  

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*Rehabilitation*  

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*Centre*

## ANNUAL REPORT 2012



# THE POLICE REHABILITATION CENTRE

## **Governing Document**

The Police Convalescent Home, operating as The Police Rehabilitation Centre is governed by a Trust Deed dated 13th May 1988 and subsequent schemes approved by the Charity Commission until the date of incorporation. The Charity was incorporated into a charitable company on 14th March 2012 and commenced trading on 1st July 2012. From the date of incorporation 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 Charity**

The objects of the Charity are the promotion of the efficiency of the police service by the provision of convalescent care after sickness or injury for the benefit of serving and retired Police Officers and Cadets and 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 Charity. The full Board of the Trustees meets every two months at the Charity. The full Board of the Trustees is mainly concerned with policy matters and agrees broad strategies and areas of activity for the Charity. 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 Charity lies with the Chief Executive, who has powers and responsibilities approved by the trustees.

None of the trustees receive remuneration from the Charity.

# THE POLICE REHABILITATION CENTRE

## REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31st DECEMBER 2012

**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:** Bernard Hogan-Howe

### TRUSTEES:

### REPRESENTING:

Mrs D.J.C. Priestley OBE DL (Chairman)	
Mr M. Simmons	The Commissioner of the Police of the Metropolis
Mrs A. Bennett	
Dr A. Anderson	
Mr D. Ball	
Mr H. Davies	
Mr A. Menzies	
+ Commander S. Bray	
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 A. Laud	The Police Federation Joint Branch Boards
+ Mr M. Rogers	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	The Metropolitan Police Constables' Branch Board
* Mr P. Monk	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

### FINANCE AND GENERAL PURPOSES SUB-COMMITTEE:

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

+ Mr K. Marsh	Mr H. Davies
Mr M. Nurthen (Chairman)	* Mr P. Monk
* Mr A. Laud	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 MRCGP DRCOG DFFP

**HONORARY CHAPLAIN** The Rev D. Axcell

\* Retired during 2012 + Appointed during 2013

# THE POLICE REHABILITATION CENTRE

## TRUSTEES' REPORT FOR THE YEAR ENDED 31st DECEMBER 2012 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS

### Financial Review

This year the Charity achieved a net deficit of £106,449 (2011: £274,857 surplus). This reduction is partly due to a decrease in Forces contributions of £260,463 (6.8%) to £3,815,521 (2011: £4,075,984) due to a loss of serving officers following government spending cuts, despite an incremental increase in contribution rates. Discretionary donation income has increased £260,833 to £525,199, of which £170,000 was received from The Police Rehabilitation Trust.

Resources expended have increased by £607,448 from £4,649,399 to £5,256,847 between 2011 and 2012 respectively. This is due to the increased accommodation, security and physiotherapy expenses following completion of the Phase 2 extension to Flint Fold in July 2012. Quinquennial repairs and maintenance expenditure of £313,000 and legal and professional expenditure of £45,000 for the charitable company's incorporation have also contributed to the total increase.

The lottery draw received £102,618 (2011: £90,017) in income, of which £18,000 is payable in prize winnings. Of the total lottery income, £13,008 (2011: £23,163) has been expended in order to facilitate its operation.

The investment account was transferred from Williams de Broë to Seymour Pierce on 30th June 2012, following the incorporation. The awards for the increased exposure to trusts and investments which appear to have higher rewards (as well as an implied higher risk) have crystallised in the year. However, majority of the investments remained in FTSE 100 equities as well as mature EURO and US based investments to manage risk. Investments were disposed of during the year realising a gain of £93,446 (2011: £8,187). Due to favourable market conditions there has been an increase in market value of total investments of £834,800 (2011: £921,058 decrease).

The Charity invested £304,246 (2011: £429,352) in new shareholdings and disposed of certain investments to the value of £1,186,310 (2011: £1,198,942). The market value of the investment portfolio at the year end is £6,047,807 (2011: £6,001,625) being £974,912 or 19.2% (2011: £468,387 or 8.5%) above cost.

### Future Plans, Achievements and Public Benefit

The Board is very pleased to report that the building works are now complete.

The 25 bedded extensions are now finished and in use.

The re-roofing of Flint House and the cleaning of the stone/brick is finished to a high standard and the building looks better than in the last 25 years as it approaches its Centenary in June 2013.

The outstanding work for improving disabled facilities and improvements for the kitchen and dining areas was undertaken during the Christmas break. Funding has come from the "one off" Home Office Grant. Some improved disabled access work has been completed eg. Front door and Reception desk now have wheel chair access.

Waiting times have the aim of timely appropriate treatment with clinical need being the basis for all admissions. With the increased accommodation, waiting times have been reduced as anticipated. Occupancy remains high at 97%.

Each year the Centre provides treatment and care to an ever increasing number of sick and injured police officers enabling them to return to full health and duty. This objective satisfies the

## THE POLICE REHABILITATION CENTRE

### TRUSTEES' REPORT FOR THE YEAR ENDED 31st DECEMBER 2012 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS (cont.)

Public Benefit requirements in section 17 of the Charities' Act 2011. It also saves the resources of both the NHS and the Police. With the increasing number of admissions the public benefit enormously from the excellent record of treatment and care the Centre provides in assisting so many police officers to resume their public duties. The Hardship Fund established in 2010 was utilised to support an officer who through no fault of their own was unable to continue donating to the Charity but was in need of our assistance.

Once again a record number availed themselves of our services;

Serving Officers	3,279	
Retired Officers	471	
Partners	82	
	<hr/>	
Total	3,832	(2011: 3,635)
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The Board fully supports the staff in developing "proactive" health promotion as part of the overall "health care" programme alongside treatment to assist and maintain recovery and a continuum of care. It may also help prepare officers for the Annual Fitness tests requirement. Future issues focus on income generation and an urgent need to increase funding and at the same time make efficiency savings reducing costs wherever possible whilst maintaining quality of service. The main problem revolves round a decreasing number of donating officers and an overall reduction in the number of officers within the 29 Forces. The lottery provides a valuable additional income stream and in 2012 it was £72k.

Efficiency savings are being made across all departments and this is embedded in the budgets. Monthly savings are reported to the Finance and General Purposes Committee. The 2013 AGM arrangements are being reviewed to reduce expenditure. The Board and staff will be working together to consider future strategy to address the impact of changes and challenges with fewer serving officers donating and more retired officers and increasing demand.

Incorporation of the Charity has been a complex and lengthy procedure entailing much detailed work by the staff, solicitors and the Trustee Strategy Group. Incorporation was completed in July.

Visits included that by the Home Secretary - following the announcement of the Head Office grant. It was the first visit of a Home Secretary since the Police Rehabilitation Centre opened 24 years ago. She seemed impressed by our facilities, treatment etc. and met staff and patients.

Headley Court invited us to visit where the CEO, Heads of Rehab and Nursing and I were very impressed by the staff, excellent facilities and the amazing patients.

Two Army Colonels and Director of Nursing in charge of Rehab at Headley Court reciprocated and visited the Police Rehabilitation Centre and shared common interest issues and had a useful discussion.

Surgeon General Admiral Raffaelli Head of Defence Services Medical Service visited in October. It was a privilege to have his visit and benefit of his wealth of experience and also his keen interest and support. He was impressed by the health care regimes, facilities and discussions with staff and patients. He is encouraging links with the Defence Medical Services and the PRC Head of Rehab and two staff attended the Armed Services Rehabilitation Conference.



## **THE POLICE REHABILITATION CENTRE**

### **TRUSTEES' REPORT FOR THE YEAR ENDED 31st DECEMBER 2012 REVIEW OF ACTIVITIES AND FUTURE DEVELOPMENTS (cont.)**

The open afternoon held on Saturday 22nd September was a glorious afternoon. The CEO's article in a local paper suggested interested local people could apply for an invitation and 85 came with staff arranging escorted tours. The visit was greatly appreciated by all the guests and staff as a very successful "good will" gesture.

The Board is immensely grateful for the Police Rehabilitation Trust's continuing fund raising at such a difficult time. In addition to the most generous funding of the four wet rooms in the new build and physio extension, most recent and timely funding towards the new Health Care Promotion programme, the "start-up" costs, equipment and staff training which it will provide will be a huge support to this very important initiative for our staff and patients.

In January, we warmly welcomed the new CEO Commander Tom McAuslin. He took up his post with energy and enthusiasm leading forward a dedicated and committed staff in their outstanding service to a record number of patients. The Board is deeply grateful for the exceptional service of all the staff who have coped magnificently with the disruption of building works and the increased number of patients. Additionally, the Board gives sincere thanks for all the continuing caring service to our patients and staff by the Goring Medical Practice which is deeply appreciated.

My warm thanks also to fellow Trustees for their commitment and support through a demanding year. I am pleased to welcome Simon Bray, Ken Marsh MBE, Mark White and Martin Peters as new members to the Board and also thank Rose Fitzpatrick, Paul Monk and Tony Laud for their support to the Police Rehabilitation Centre.

The 25th Anniversary of the opening of Flint House coincides with the Centenary of the building in 2013. It is a time to reflect on the amazing achievements of the Centre in developing as a Centre of excellence for patients and staff over the years and the almost 60,000 sick and injured officers who have benefited from its care. Your active support is needed to secure the income stream to ensure its continuing care and the vision and mission of our founder Catherine Gurney.

Mrs D.J.C. Priestley  
Chairman

16th April 2013

**THE POLICE REHABILITATION CENTRE**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31st DECEMBER 2012**

	Unrestricted Funds 2012 £	Restricted Funds 2012 £	Total Funds 2012 £	Total Funds 2011 £
<b>Incoming resources</b>				
Incoming resources from generated funds				
Voluntary income	3,863,720	477,000	4,340,720	4,340,350
Activities for generating funds	433,986	201,115	635,101	422,793
Investment income	174,577	-	174,577	161,113
<b>Total incoming resources</b>	<u>4,472,283</u>	<u>678,115</u>	<u>5,150,398</u>	<u>4,924,256</u>
<b>Resources expended</b>				
Cost of generating funds				
Investment manager's fees	186,014	27,059	213,073	226,099
Charitable activities	33,595	-	33,595	47,196
Treatment	1,621,723	-	1,621,723	1,448,711
Accommodation & catering	3,199,965	-	3,199,965	2,815,708
Governance costs	188,491	-	188,491	111,685
<b>Total resources expended</b>	<u>5,229,788</u>	<u>27,059</u>	<u>5,256,847</u>	<u>4,649,399</u>
<b>Net outgoing/(incoming) resources before transfers</b>				
	(757,505)	651,056	(106,449)	274,857
Transfers between funds				
Designated fund	-	-	-	-
Restricted fund	477,000	(477,000)	-	-
<b>Net (outgoing)/incoming resources before other recognised gains</b>	<u>(280,505)</u>	<u>174,056</u>	<u>(106,449)</u>	<u>274,857</u>
Net profit on disposal of investments				
	93,446	-	93,446	8,187
Change in market value of investments				
	834,800	-	834,800	(921,058)
<b>Net movement in funds for the year</b>	<u>647,741</u>	<u>174,056</u>	<u>821,797</u>	<u>(638,014)</u>
<b>Reconciliation of funds</b>				
Total funds brought forward	25,837,270	1,146,600	26,983,870	27,621,884
<b>Total funds carried forward</b>	<u><u>26,485,011</u></u>	<u><u>1,320,656</u></u>	<u><u>27,805,667</u></u>	<u><u>26,983,870</u></u>



# THE POLICE REHABILITATION CENTRE

## BALANCE SHEET AS AT 31st DECEMBER 2012

	£	2012	£	2011	£
<b>Fixed assets</b>					
Tangible assets			20,449,757		19,244,403
Investments			6,047,807		6,001,625
			26,497,564		25,246,028
<b>Current assets</b>					
Stocks		18,205		18,308	
Debtors and prepayments	681,378			783,486	
Monies held on deposit	35,266			373,042	
Cash at bank and in hand	909,264			789,547	
			1,644,113		1,964,383
<b>Creditors: amounts falling due within one year</b>					
Creditors and accruals		336,010		226,541	
			1,308,103		1,737,842
<b>Net current assets</b>					
			27,805,667		26,983,870
<b>Net assets</b>			27,805,667		26,983,870
<b>Funds</b>					
Unrestricted funds			26,466,361		25,817,270
Designated funds			18,650		20,000
Restricted funds			1,320,656		1,146,600
			27,805,667		26,983,870
			27,805,667		26,983,870

### Note

The Unrestricted fund is mainly represented by the total cost of Freehold Property - £22,779,454 appearing in the Centre'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 Centre.

The Designated fund represents the hardship fund.

The Restricted fund of £1,320,656 is represented by the capitalised build works from the Government grant of £1,319,056 and £1,500 for 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 2012.

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 16th April 2013 and have been submitted to the Charity Commission.

Mrs D.J.C. Priestley

**THE POLICE REHABILITATION CENTRE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE PERIOD ENDED 31ST DECEMBER 2012**

**Basis of accounting**

The financial statements for both The Police Rehabilitation Centre (unincorporated charity) for the period ended 30th June 2012 and for The Police Rehabilitation Centre (a charitable company limited by guarantee) for the period ended 31st December 2012 are prepared under the historical cost convention, with the exception of investments which are included at market value, 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 reports issued in respect of both The Police Rehabilitation Centre (charity) for the period ended 30th June 2012 and for The Police Rehabilitation Centre (a charitable company limited by guarantee) for the period ended 31st December 2012 were unqualified audit reports.

## THE POLICE REHABILITATION CENTRE

### STATISTICS FOR THE YEAR ENDED 31st DECEMBER 2012 COMPARED WITH THOSE OF THE PREVIOUS YEAR

#### Number of residents and beds

	2012	2011
1. (a) Average complement of beds at 31st December	165	147
(158 bedrooms)		(139 bedrooms)
(b) Average daily number occupied during the year	150	135
2. Number of patients admitted	3,750	3,515
3. Average stay (in days) of each resident	12	12

#### Financial and other statistics

Annual Income and Expenditure 2010 – 2012

	2012 £	2011 £	2010 £
<b>Income</b>			
Forces contributions	3,815,521	4,075,984	3,775,454
Third party contributions	173,703	157,908	172,411
Grants receivable	174,056	-	461,029
Interest and dividends	174,577	161,113	144,696
Donations	525,199	264,366	517,211
Other income	287,342	264,885	183,093
<b>Total</b>	5,150,398	4,924,256	5,253,894
<b>Expenditure</b>			
Staff costs	2,697,414	2,527,097	2,451,912
Catering	511,811	515,636	520,420
Establishment	1,273,125	856,418	639,426
Administration	223,438	283,250	269,696
Depreciation	551,059	466,998	431,628
<b>Total</b>	5,256,847	4,649,399	4,355,573
(Deficit)/surplus for the year	(106,449)	274,857	898,321

#### Note

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

**THE POLICE REHABILITATION CENTRE**  
**DONATIONS LIST**  
**FOR THE YEAR ENDED 31st DECEMBER 2012**

**H.M. THE QUEEN**

8/18 Association	N.A.R.P.O West Mercia
Mr P Addison	N.A.R.P.O Worcestershire
Avon & Somerset Police Choir	Mr & Mrs K Newell
Avon & Somerset Police Federation JBB	Mr Edward S Nicholson (in Memory)
Mr J F Bannon	Mr & Mrs C M O'Donoghue
Mr & Mrs C W Barker	Mr & Mrs F W Oram
A Barnes	PAA Womens Rugby Section
Mr S Bellingham	Ms R S Payne
Berks Constabulary Reunion	M Peel
Mr R Buckingham	Mr & Mrs M E Phipps
Mr C O Chapman	Police Dependants Trust
Churches Together in Sleaford	Police Rehabilitation Trust
Mr Arthur T Clarke (in Memory)	Port of London Police Pensioners Association
D Clutterbuck	Port of Tilbury
Derbyshire Police	Rainham Lodge 3079
Dorset Police Federation JBB	Mr T Rees
Mr & Mrs G J D Evans	Mr A Robertson
Mr G Floate	Mr & Mrs D Robson
Mr & Mrs T J Ford	Mr E Sandiford (in Memory)
George Hay & Co	Mr P T Smith
Dr E Harris	Thames Valley Police Federation
Mr & Mrs D E Harvey	Constables Branch Board
Ms R A Harvey	U Want Films Limited
Lord Peter Imbert	Mr R S Varney (in Memory)
Mrs Rosalind Johnson (Estate)	Mr J N Waddington
Mr K L Joy	Wantage Police Sector Sports & Social Club
Mr John Alan Kirby (Estate)	West Mercia Lodge No 9719 Shropshire
Mr & Mrs T J Laws	West Mercia Police Authority (Police
Metropolitan Police Branch Board JEC Fund	Property Act)
Mrs D C Monk	West Mercia Police Welfare Fund
N.A.R.P.O Bedfordshire	Mr C R Wheeler
N.A.R.P.O London Branch	Mrs J V Williams



## NOTES





