

**POLICE AND CRIME  
COMMISSIONER FOR  
THE WEST MIDLANDS**

NON-CONFIDENTIAL

**NOTICE OF DECISION**

**[013/2020]**

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Contact Officer: Andrea Gabbitas, Head of  
Business Services

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**Title: Pension Forfeiture – Benjamin Hughes**

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**EXECUTIVE SUMMARY**

This decision relates to the pension forfeiture meeting in respect of retired police officer, Mr Benjamin Hughes. Mr Hughes was convicted on 16/06/16 at Warwick Crown Court and sentenced for the following offences:-

- Theft by employee (20 months imprisonment)
- Possession of cannabis (4 months imprisonment to run consecutively).

On 18 February 2020 a meeting of the Pension Forfeiture Advisory Group was held. Mr Hughes chose not to make a submission, or to send a representative to the meeting. The meeting was chaired by Thomas McNeill who acted in place of the Commissioner. At the conclusion of the meeting a recommendation regarding forfeiture was submitted to the Commissioner.

Consideration was given to a comprehensive bundle of documents and written submissions regarding the case. The offences were committed in connection with service as a police officer, and amounted to a betrayal of trust for personal gain, likely to lead to a loss of public confidence in policing.

**DECISION**

Having taken into consideration the recommendations made by the Pension Forfeiture Advisory Group, details of the pension of which Mr Hughes is entitled, and considering the pension regulations, it is my decision that Mr Hughes should forfeit 10% of his pension forthwith.

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The forfeiture must not be greater than 65% of the remaining pension, in recognition of the employee's own contributions to the pension, which cannot be subject to forfeiture.

This decision is made in accordance with Regulation 55 of the Police Pension Regulations 2005, the Police Pension Regulations 2015 and article 1 of Protocol 1 to the European Convention on Human Rights.

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**Police and Crime Commissioner for the West Midlands**

I confirm that I do not have any disclosable pecuniary interests in this decision and take the decision in compliance with the Code of Conduct for the Police and Crime Commissioner of the West Midlands. Any interests are indicated below.

Signature .....



Date .....

25.02.20.