

West Midlands Police Federation

Here For You Our Work in 2016

ANNUAL PUBLIC
VALUE REPORT



Supporting our members in everything we do



West Midlands Police Federation represents the interests of the Force's constables, sergeants and inspecting ranks. It has three key strands of work – representing, influencing and negotiating - and it does this locally, within the Force, regionally and nationally.

The Federation, its full-time officials and staff and its workplace representatives, put members' interests at the heart of all they do while providing an effective and efficient service. But it is also important that the Federation's services represent value for money for the members, for the Force and for the communities they serve.

This annual report outlines West Midlands Police Federation's work on members' behalf throughout 2016. It gives an overview of the advice offered, the representation given and the Federation's communication streams.

It also sums up the activities of its three key committees - Personnel and Equalities, Health and Safety and Conduct and Performance Liaison Officers (CaPLO) - formerly known as the Discipline Committee.

However, it would be almost impossible to give an accurate reflection of all the time spent talking to members, offering advice, listening to their concerns or sharing information with them. Nor could we gather statistics on the face to face conversations, telephone calls and emails between Federation officials and senior officers and staff or between workplace representatives and their colleagues. But, suffice to say, these would add up to hundreds of hours over the course of the year.

The Federation works in partnership with private companies to offer members a comprehensive Group Insurance Scheme package and a range of Member Service discounts. Details of these are also given in this report.

Supporting our members in everything we do



Chair's Foreword



Welcome to our Here For You report, covering the calendar year 2016. While the independent review of the Police Federation of England and Wales hit the headlines several years ago one recommendation in particular seemed to attract little attention.

Recommendation 3 of the final report, which was published in January 2014, called for the national Federation to publish an annual public value report with a short assessment of progress. It also suggested that each individual branch should report on the value it brought not just to its members but also to the public.

Here in the West Midlands, we were the first to act on this recommendation and this is now our fourth edition of Here For You, our annual review outlining the work we have done on behalf of our members and the value we offer to the Force and therefore to the communities we serve.

It is important to demonstrate the breadth of our work as we concentrate on our three key - but not exclusive - strands of activity - representation, influence and negotiation and I hope this review gives an insight into the invaluable work carried out by West Midlands Police Federation, its full-time officials, its workplace representatives, its staff and its Member Service providers.

Of course, as with the whole police service, everyone within West Midlands Police Federation was kept busy during 2016 as we continued to feel the effects of the ongoing cuts to police budgets not just in terms of service delivery but also in relation to officers' mental health and general wellbeing.

So, for me, one theme came to the fore in 2016 - the need for better officer protection and improved welfare provision. In a physical sense, critical in this has been the launch of our 10-point plan which sets out how officers and staff should be treated if they are the victim of an assault while on duty. We have also been lobbying our MPs on this issue, calling for tougher sentencing for those who attack the police and other emergency service workers and this campaign will continue throughout 2017 alongside the national Federation's Protect The Protectors initiative.

Meanwhile, we have also tried to make sure that we have raised awareness of mental health and helped support officers suffering stress or other mental health issues.

Finally, I would just like to end this introduction with a big thank you to all our members for the work they do in serving their communities and also to all our representatives for their commitment to helping their colleagues.

Tom Cuddeford
Chair
West Midlands Police Federation



Photo courtesy Express & Star



Consultation around the planning and implementation of the Force's TS1 programme dominated much of 2016 with the Federation being heavily involved in the posting and posting appeals process, making representations around staffing levels and, of course, the ever troublesome Christmas duties.

We continue to monitor the effectiveness of the new structure and will represent the views of our members in our ongoing liaison with the chief officer team.

I sit on the Police Pensions Board as one of four member representatives to ensure Federated rank members' interests are ensured. Auto-enrolment and officers' entitlement to annual benefit statements are two current issues that we as a board have been working on to ensure are implemented as smoothly as possible. We will keep you informed of all developments in this area via our website, the West Midlands Police Federation eZine and magazine and social media.

While Force matters are the main focus of the Federation secretary's role, I chair the national Police Federation of England and Wales Change Board which is responsible for the implementation of the recommendations from Sir David Normington's independent review. The 36 recommendations, under a proposal put forward by West Midlands Police Federation, were all backed by delegates at the Federation's national conference in Bournemouth in May 2015. The national Federation – led by consultants at Accenture - has been working its way through these. Many require regulatory change dependent on the Home Office which, of course, saw a sudden change at its helm with the political fall-out from the Brexit vote.

But 15 of the recommendations – including the development of a core purpose, changes to expenses, hospitality and additional responsibility payment arrangements, the establishment of a national member database, the launch of an equality plan and equality assessments, the appointment of a programme director and the introduction of financial transparency regulations - have now been completed.

Meanwhile the Change Board's work on a further 12 recommendation has been carried out but cannot be put into place until the Home Office changes the regulations by way of a change in legislation through Parliament. These include organisational changes to the structure of the Federation both nationally and locally – with the removal of rank committees and the formation of branch councils and branch boards – and new arrangements for the national conference. Six more recommendations fit into the 'in progress' category.

While progress may not have been as rapid as some people would have liked, it has been a massive undertaking and we are slowly moving towards making the Police Federation a much more effective organisation that is truly fit for purpose. Changes made at a national level will filter down through to the branches across England and Wales so that all members receive the quality and consistent service they deserve from their staff association.

We will keep you updated on the progress both at the Police Federation of England and Wales and also at a local level.

Changes to our elections process are also in the pipeline and I would urge all members to take an interest and even consider putting themselves forward as a Federation representative. All too often we hear officers criticise the Federation from the sidelines but if you believe you have something more to offer then please consider standing for election. Only by becoming involved can you really help shape the future of the Federation and not just for your own benefit but for the benefit of all the Force's constables, sergeants and inspecting ranks. If you want to find out more about the role of a Federation representative or the election process, please get in touch.

Steve Grange
Secretary
West Midlands Police Federation





During 2016, your Federation offers members FREE advice and expertise in a multitude of areas...

Police Regulations

Gary Nuttall, the Federation in-house expert, answers all questions members may have on Police Regulations and pensions advice. Call **Gary** on **0121 700 1200** and select Option 1 to speak about regulations advice or email **GNuttall@westmids.polfed.org** with your query.

Mortgage Advice

94 mortgage advice surgeries were held in nine different stations around the West Midlands.

342 officers were given free mortgage advice, and **81** per cent or **276** officers went on to take out a mortgage from this advice.

Family Law Advice

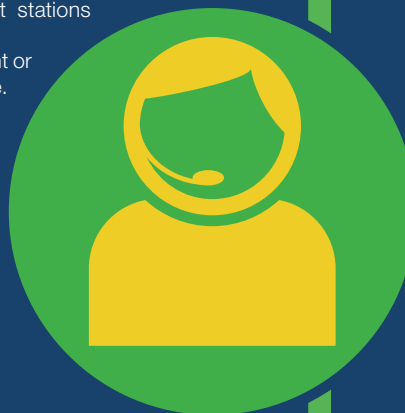
33 family law surgeries were held.

Managing Money and Planning for Retirement

8 retirement courses were held, **146** officers attended.

Financial Education

Caroline Harris, our financial welfare consultant who works for George Burrows, offers a free service to help officers make sense of their finances. She gave more than **147** hours of free support and guidance to members. A total of **84** officers attended a free financial surgery at Guardians House in 2016.



Supporting our members in everything we do

Group Insurance Scheme



More than **80** per cent of West Midlands Police Federation members are covered under the Group Life Insurance Scheme.

	2015 Claims	2015 Amount	2016 Claims	2016 Amount
Life	16	£969,500	7	£245,000
Critical illness	16	£150,000	5	£43,000
Personal accident	42	£14,023	14	£11,311
Sickness	58	£156,589	37	£109,843

In 2016...

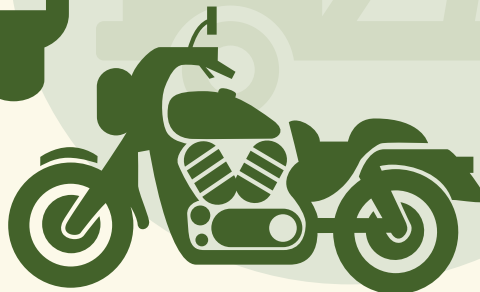
194 members helped with civil claims

407 claims under the gadget Insurance scheme

258 members helped with travel claims totalling **£266,000**

1,573 members assisted by the RAC Scheme in 2016.

- Calls attended 1,573
- Average recovery distance 78.6 miles
- Patrol fix rate 88 per cent
- Customer satisfaction 96.6 per cent
- Average response time 46.7 mins
- Level of service in one hour 75.1 per cent which means three quarters of jobs are completed within the hour
- Right resource first time 94.5 per cent



Legal Scheme



West Midlands Police Federation now funds legal expense insurance for all its subscribing members, making it one of only two forces across England and Wales to do so.

It has been a great success with many members benefiting from this cover.

But if you are not aware of the cover provided please take a little time to read the policy details which are available on our website (westmidspolfed.com).

This policy could well also save you money as it includes uninsured loss recovery in relation to motor insurance and not just for members but also for their spouse or partner and any children living with them at home.

It is often referred to as 'legal cover' in motor insurance quotes but you will not need to include this in your motor cover, therefore reducing your premium, since it is part of your Federation membership.

Since the start of 2016 we have received **93** claims under this policy.

Here are some brief details of some of the instances where members and their families have benefited from the legal expenses insurance cover.

Criminal prosecution defence	22
Personal injury	18
Non-insured event	13
Property	11
Contract dispute - consumer	10
Employment	5
Disciplinary	4
Motor prosecution defence	4
Probate	2
Contract dispute - commercial	1
Education appeal	1
Motor ULR	1
Other	1

Currently, **£68,127.30** is held in reserve to pay for claims in process.

A cumulative total of **£82,073.13** has already been paid in legal fees in helping West Midlands officers and their families.

Of this **£55,179.53** was in relation to defending criminal matters.

The legal helpline has received **779** calls for assistance which amounts to **9,745** minutes of advice under the scheme.





Police Federation representatives do not just represent their colleagues, they also negotiate on their behalf and seek to influence decision-makers and stakeholders.

West Midlands Police Federation has seven full-time executive officers based at Guardians House in Sheldon. They act on members' behalf in dealings with the Force and in discussions around regulations, policies and procedures, locally and nationally. Each of these full-time officials will have their own roles, responsibilities and specialisms covering the full range of Federation work streams including conduct, health and safety and equality. They, along with the 56 workplace representatives, receive full training so that they can professionally represent members. The workplace reps are an easily accessible first point of contact for any Federated member with a work-related or welfare issue.

Three representatives from our region, which also includes the Staffordshire, Warwickshire and West Mercia branches, sit on the Police Federation of England and Wales (PFEW) Interim National Board (INB) based at the national headquarters in Leatherhead, Surrey. The INB takes the lead in negotiations with the Home Office around legislative changes affecting officers.

Could you represent your colleagues?

With elections on the horizon for new representatives, we would encourage anyone interested in getting more involved with the Federation to find out more about being a representative.

You could talk to an existing representative to find out what is involved or ask to speak to a representative based at Guardians House.

Further details of our work in areas of Personnel and Equalities, Health, Safety and Welfare and CaPLO (discipline) are covered in the following pages.

*Supporting our members
in everything we do*



2016 brought no let-up in terms of the growing levels of sickness among officers, both physical and mental, particularly in relation to stress. As we highlighted in our review of 2015, the new limited duties regulations have caused issues along with the use of Regulation 28 to introduce half pay for officers on long-term sick leave.

As a result, during 2016 we once again saw an increase in the demand for the Personnel and Equalities Committee to represent members. The committee's remit includes rank pay, promotions, consistency in the application of regulations and ill-health retirements.

The growing tension of resources versus demand has been a major challenge for the Force. Recognition that one changes the other has been slow and, in some parts, denied. Major changes, developments with TS1, wide scale changes to the occupational health team and HR, coupled with the continued pressure placed on staff in their respective posts and roles, all go to explain the growth in demand for representation on Personnel and Equalities matters.

Ill-Health Retirement

The committee has managed to gain assurances on the timeframe for officers seeking retirement on ill-health grounds. Supporting officers at a time when they have no other option than to seek a premature exit from the organisation is essential. The Force also needs to recognise that procrastination on this matter does no good to the individual nor the organisation.

Previously this process had taken on average nine to 12 months. The officers involved are either off sick on limited hours or restricted. With an average number of 80 going through the process at any one time, the notion of time reduction should save the Force money and the applicant's wellbeing. Guidance on timeframes will form part of the new policy currently being written.

The Federation is keen to help officers considering this significant option. The process can be a source of frustration which will be made easier by seeking early advice. During 2016, the Personnel and Equalities Committee:

- Guided 96 officers through the ill-health retirement process
- Helped 24 officers applying for injury awards
- Supported 12 officers appealing decisions of the SMP or IHR or injury banding

Resolutions

During 2016 this process proved again to be a source of frustration for most who engaged in it. Rather than "repair work based relations " in some cases it just served to damage them further.



Personnel & Equalities Committee

continued...



The main problems were the time taken for them to be actioned and resolved, the inconsistent approach to the fact finding and the allocation of complex matters to individuals who were already working at capacity. The change in process and introduction of the Triage Panel went some way to improve things but it is still a long way from serving its purpose and in need of review.

When advising officers on remedy it is now a matter of confidence since we as a Federation have concerns as to the suitability of the processes. The first remedy may well be that of early conciliation through ACAS.

- The Federation supported 62 officers through resolutions.

Half Pay - Regulation 28

During 2016 nearly 1,000 officers faced the prospect of half or no pay due to long-term sickness.

The work of the committee was focussed on finding out why in more than half of cases there had been no intervention by occupational health during the first 26 weeks of sickness and the first tangible decision being made by the Force was whether to cut their pay in half or to zero.

The cost to Force in long-term absence in 2016 was around £16 million. This is made up of wages alone and takes no account for MRTW re-training, re-deployment, backfilling and so on.

- The Federation helped around 1,000 officers facing the prospect of no pay, giving advice on benefits and financial planning and access to Group Insurance Scheme payments.

Sickness and Mental Health

Throughout 2016 the Force averaged 560 sick staff per day with 202 diagnosed with a mental illness.

Mental health has been highlighted as a growing issue for the Force by the Federation since its work with Dr Jonathan Houdmont five years ago. It is of some comfort that this important matter is very much on the agenda for the Force.

That said, the reaction has been slow and the reinvestment in occupational health is still to have the positive effect that was intended. We are mindful of diversions that are in place such as the Federation's Welfare Support Programme which has successfully supported 60 officers during 2016. But these are not intended to replace the responsibility of the Force in its obligation to care for its staff. They do appear to have become a crutch to hold up a struggling, under-resourced occupational health department.

Restricted Officer Surgeries

We have continued to run officer surgeries and have expanded these advice sessions to include officers who feel they have been discriminated against through protected characteristics. We have assisted and sought legal assistance for 32 officers in this regard and helped them through the ACAS conciliation process.

Tim Rogers
Deputy Secretary
West Midlands Police Federation



Trained Federation health and safety representatives work across the Force to help safeguard officers, raise issues of concern, liaise with senior officers and discuss matters with members.

The Health, Safety and Welfare Committee has continued to make ground with protecting officers' health, safety and welfare and a lot has been achieved just by a phone call or an email. We do this due to having a great working relationship with our partners.

It is a small committee but its members are committed to doing the best for officers. Any current Federation representatives (or even future reps) should consider joining us on the committee. If it is knowledge of the subject that stops you then we assure you that we will arrange the correct training so you can help the members.

Here are just a few examples of the work the committee undertook during 2016.

Force Assaults Group

This new group formed in 2016 is a collaboration with the Force lead, learning and development, the Force Health and Safety department, the Federation and staff unions. It was set up after assaults on officers increased by 15 per cent compared to the previous year.

The group looked into single crewing, officer training and equipment and also considered if officers were receiving the correct information when dispatched to incidents.

The Federation pointed out that feedback from officers indicated they were submitting near miss reports because it was the only way of getting their concerns heard.

The Federation said the ICCAS system did not give officers the chance to feedback what actually occurred. It was suggested the officers assaulted could be given a post assault questionnaire for them to complete.

Spit guards

Requests for personal issue spit guards have been put to the Force several times over the past few years but were always rejected by the then Chief Constable. We believe the main reason for the Force decision was down to public perception and bad press.

However, in 2016 Federation rep Jason Sayers, the former chair of the Health, Safety and Welfare Committee, submitted a comprehensive risk assessment and report to the Force. This included medical evidence, local and national facts and figures showing the extent of the issue of officers being spat at.

This was also followed up with true life experiences officers had experienced while carrying out their duties and the long-term psychological effects on them and their families. Investigations also showed more than half the forces in England and Wales issue spit guards to their officers and the Metropolitan Police are now re-assessing their use.

The facts around public perception and complaints following their use were also given in the report and showed that the public actually supported their use.

At a recent uniform and equipment meeting, it was suggested that officers could wear the spit protection individually. Infection masks and plastic glasses would be worn by officers. These could be carried by officers in pockets and used where necessary.

The committee expressed its concerns over this method of protection for various reasons, however, it did suggest that this method may be suited to pre-planned operations or even in a custody environment.

The Force's executive team have again discussed the subject of spit protection and for the first time in many years the Chief allowed the interim chairman of the Joint Branch Board to attend and submit the Federation's evidence and findings. We are hopeful the Force has listened to the evidence and the Federation's concerns. They are considering their use.

Health, Safety and Welfare Committee continued...



Baton Holster

Officers are being allowed to carry the new baton in the most comfortable way for them, thanks to the intervention of the Health, Safety and Welfare Committee.

The Force had decided to only issue officers with a belt held holster but feedback revealed some members preferred to carry the baton from the vest. Around 60 per cent of officers carried the previous Casco on their belts.

Initially the Force said those wanting to carry it on their vest had to be referred to occupational health but since 100 officers took this route it was taking an unreasonable amount of time to process.

Police cyclists had also complained that the bulky utility belt caused them abdominal pain. It was suggested by the committee that officers carry the baton on their normal issue trouser belt for the short term as it needed further evidence that this would be an issue.

It looked into the Force's current uniform and equipment policy and this identified that officers had the option to wear any of their issued equipment either on their utility belt or their stab vest. This policy was put forward to the Force and, with the backing of the Chief Constable, officers can choose how they carry the new baton.

The way CID officers carry their baton has yet to be decided but early thoughts are that they will have some sort of harness issued. The committee will play a part in the assessment of any equipment to be trialled.

Method of Entry (MOE)

The Force is in the process of re-organising MOE training, equipment and who will be trained. This was done due to the amount of kit being used by untrained officers, injuries to those officers, the use of unauthorised equipment being and items going missing. The Force Health and Safety inspection also revealed a lack of control over the equipment at local LPU/NPU level.

The Force is planning for training to be graded and given to officers depending on their role and department as follows:

1. Basic – Officers trained in kinetic equipment (enforcer) and less destructive (lock snapper) equipment. This will be given to Force Response and neighbourhood officers. The response supervisor's car has been identified as being the vehicle where an enforcer would be carried with a new system of strapping it in the boot being sourced.
2. Intermediate – As basic but also trained in hydraulic equipment and this will be for Force support.
3. Advanced – With additional access to more advanced equipment. This training will be given to OSU and firearms.

We also expressed concerns about how the equipment is store especially in vehicles. There had been near miss reports submitted about door enforcers not strapped down in vehicles. The Force has now found a system similar to a fire extinguisher holder (a larger and stronger design) that will be fitted to the rear of an area car.

Hand Sanitiser

The committee's request for the Force to reintroduce the issue of personal hand sanitisers was refused due to cost. An approach to the other 42 Federation health and safety leads revealed only two forces in England and Wales give these out as personal issue.

Therefore we suggested that large bottles (like you see in hospitals as you enter wards) could be secured in the boot of police vehicles and at the point of entry/exit at all police stations and this was agreed in January 2017.

Parva

A few near miss forms were submitted from members with some saying they had hit the suspect direct in the eye but that it had no effect. The committee asked for batches to be returned to the manufacturer for testing. The results revealed no problems and there have been no further near misses recorded.

Vegans

A strict vegan officer asked if they could wear non-leather items of uniform. The committee contacted stores and was informed webbing belts are available for these officers.

Conduct and Performance Liaison Officers (CaPLO)



Formerly known as The Discipline Committee

The CaPLO team is made up of experienced and specialist trained Federation representatives across the Force who can advise members on all misconduct, gross misconduct and performance issues.

If you are served with Regulation notices advising that there is an investigation into your actions, you should sign the document to accept service but say nothing else until you have contacted one of the CaPLO trained representatives. If you are interviewed, your CaPLO will accompany you. If the matter relates to an allegation of crime, they will arrange suitable legal representation. We operate a call out rota, so members can contact a trained discipline representative 24/7 throughout the year.

The committee meets once a month to discuss regulatory changes, themes and trends.

An overview of our work in 2016

Police complaints

Regulation 15 Notices - more than 750.

Internal complaints - more than 170 (not including IPCC investigations).

Misconduct hearings

(Not including Special Case (Fast-track) Hearings)

11 - chaired by Legally Qualified Chairs (LQC).

These resulted in:

- 3 officers being dismissed
- 4 receiving final written warnings
- 1 being given a written warning
- 1 receiving management advice
- 1 case not being proven, and
- 1 case being dismissed prior to a finding.

Based on a sample of 83 finalised complaints:

(Involving approximately 112 officers being represented)

- 8 (10%) cases resulted in an officer being dismissed (at special case hearings and misconduct hearings)
- 4 (5%) resulted in a final written warning
- 4 (5%) led to a written warning
- 1 (1%) was given management advice
- 19 (23%) were subject to management action
- 35 (42%) resulted in no further action or no case to answer, and
- 12 (14%) had another conclusion (MG11/witness etc).

2017

Suspensions: Current - 7 officers (No change from October 2016, December 2015 - 19 officers).

Pending misconduct hearings: 13 and 1 currently part heard.

Pending Special Case (Fast-track) Hearings: 2.

Pending misconduct meetings: 15.

IPCC investigations: Currently 12 plus involving multiple officers as suspects and witnesses.

John Tooms and George McDonnell

CaPLO Committee

West Midlands Police Federation



Our Communications




262 new followers on Twitter in 2016
@westmidspolfed



3,288 followers



1,106 tweets in 2016



1,893 members regularly download our magazine **'Federation'**

479 new followers on our Facebook page in 2016

Tinyurl.com/FedFacebook

2,393 likes



87 news items posted on our website in 2016

www.westmidspolfed.com



1,885 members subscribe to our bi-monthly electronic newsletter **'eZine'**

Website



Media Hub
3,083
page views

Group
Insurance
29,114
page views

News
25,901
page views

Member
Services
206,712
page views

Advice &
Regulations
122,251
page views

www.westmidspoliced.com

Members' Area
4,588
page views

In total, we had
407,944 unique views
to our website in 2016

The most popular pages viewed:

- Police pay scales,
- Vehicle deals,
- Group Insurance Scheme,
- Pensions,
- Over-time



More than
595 officers
benefitted from
cheaper car purchases
through our Member
Services providers
in 2016

Exclusive offers
and discounts were
arranged with **154**
different companies
on your behalf

6,462 surfers
visited our
Member Services
pages online
in 2016

Members saved
hundreds of pounds
when buying holidays
and insurance
through our
providers

£350 worth of
Amazon vouchers
were won by
members in
competitions
in 2016





I just wanted to send a message of thanks to the Federation, I required the assistance of a Fed rep for a meeting and my rep was there to help me.

It is the first time in my career I have used a Fed rep in a meeting, he was very professional.

Please can you pass on my thanks and appreciation to him?

Member's details supplied

I cannot praise Ageas, the insurers, enough for the immediate help and settlement of my claim.

Unfortunately, my wife suffered a severe stroke and she was unlikely to recover.

I paid for flight only by debit card, and the airline policy was no refunds under any circumstances.

About a week later I contacted Ageas and duly received and completed the claim form, together with the rear being completed by the hospital doctor. Within a few days of Ageas receiving the form I received a telephone call stating that the claim had been paid minus the excess for both of us. The money was in my account within a few days. Well done,

Ageas and the Federation for placing the insurance with such an understanding company.

Member's details supplied

I want to thank you for the work that you all collectively do for us.

I have used the Federation reps a few times during my career and have always found the advice and support very useful.

Keep up the good fight for us.

I just want to thank you all.

PS 9631 Cordes

I have had confirmation this morning that I have a "zero balance" with HMRC so it would appear that our tax issue has finally been resolved after more than four years.

I would just like to say a big thank you to you for the work you did in assisting us to this conclusion. It was so reassuring to know that we had you and the WMP Federation supporting us.

Once again, thank you. Your work is much appreciated.

Member's details supplied

I just wanted to drop you a quick line to say how impressed I am with the latest campaign, Believe in Blue. Those videos are fantastic and I will be sharing as far and wide as possible!

PC 20196 Stack

Great debate in the Federation magazine on extra firearms officers. I have read every letter.

**Dave Thompson,
Chief Constable of West Midlands Police**

I would just like to say a very big thank you to the West Midlands Federation both locally and nationally for your assistance with my 'whistle blowers' claim. As a result of going through with the claim it allowed me to express my feelings and concerns to Professional Standards and I felt for the first time I was listened to and the severe impact this matter has had on my life was believed. It also gave me the opportunity to be part of the process in making changes to the protected disclosure policy being written by West Midlands Police which I really appreciated and hope it will assist other officers in the future.

I would also like to bring to your attention the excellent service I received from Ronald Clarke of Trinity Law Partnership, I found him hugely supportive and I was kept fully informed with the process and regularly updated with how the claim was proceeding.

Member's details supplied

You provide a service called "Tea Pot 1" delivering hot drinks and sweets to your officers on the ground and this was extended to our officers and has been greatly appreciated by them.

Please pass on our thanks to all involved providing this service.

Keith Jervis, JBB Chairman, Staffordshire Police Federation

I know our COPS beneficiaries were really grateful for everything the West Midlands Police Federation did to support them at National Police Memorial Day, the coach and the lunch and of course organisation of this.

Please pass on our sincere thanks to all those who enabled the families to attend this day. We particularly thank you for organising everything.

We know it is a very important day for all.

Cara Russon, Policy & Resources COPS

I would like to thank the Federation for the beautiful hamper which arrived today. We are very grateful for the gesture, and really appreciate the thought.

**Member's
details supplied**

We are sometimes quick to moan and slow to praise, but I am genuinely grateful for all the efforts of those involved in sorting this task as quickly as it has been.

Member's details supplied

Thank you for the part you played, much appreciated!

Member's details supplied

Donations and Sponsorship



January 2016	Survey incentive	£50
	Officer support	£400
	West Midlands Association for Women in Policing (WMAWP) sponsorship	£700
February 2016	Cancer Research donation	£100
March 2016	Roadshow Amazon gift voucher	£50
	WMP Diamond Awards sponsorship	£1000
April 2016	Millie Bea's Walking Wish donation	£1000
	Autism West Midlands donation	£500
May 2016	Roadshow Amazon gift voucher	£50
	Mick Swindell Memorial	£400
	Birmingham Children's Hospital donation	£500
	Brain Tumour Research (Finlay Church)	£250
	Purchase of hat (Finlay Church)	£18.38
June 2016	Roadshow Amazon gift voucher	£50
July 2016	Roadshow Amazon gift voucher	£50
Sept 2016	Roadshow Amazon gift voucher	£50
	PC Nicola Hughes Memorial Fund	£250
	Brain Tumour Charity	£250
Nov 2016	Roadshow Amazon gift voucher	£50
Year-long	Hampers to Members during hardship	£1,334.20
Year-long	Flowers to Members during hardship	£843.45

Professional Development



The way that police officers are recruited and trained has changed significantly in recent years, with more changes on the way.

Many forces have now started to recruit directly to the senior ranks and, while the Federation has had reservations about this move, only time will tell how this works out. Here in the West Midlands, we are currently recruiting direct entry inspectors.

We also have concerns about proposals for all new recruits to be educated to degree level. I am not alone in thinking that at a time when we are trying to be more representative of the communities we serve that this could have a detrimental impact on recruitment. Incidentally, there are many qualities you find in a good police officer that are not the skills taught in a classroom or lecture theatre. Again, we will have to see how this develops.

Despite all the changes being introduced, many through the College of Policing, the new professional body for policing, we, as a Federation remain focused on doing all we can to represent our members' views locally, regionally and nationally so that they can have their say on how people are recruited, how officers' progress is assessed, what defines them as competent and how they are trained, developed and promoted.

It is vital that we, as the experts in policing, are consulted on all of these important matters.

I meet regularly with the national Police Federation leads in professional development and representatives from other forces, both within our region and across the forces of England and Wales, so that we can share our experiences, discuss best practice and seek to influence the decision-makers.

For its part, the College of Policing publishes consultation papers regularly and seeks feedback from officers of all ranks. If you have an interest in your own professional development and that of the police service generally, I would urge you to visit the college's website <http://www.college.police.uk> and take part in discussions around any proposals put forward.

Giles Dean

Federation Lead in Professional Development

West Midlands Police Federation



A Snapshot of 2016



January

West Midlands PC Claire Byrne took joint third place in The Roads Policing Conference Outstanding Contribution to Road Policing Awards. She later also won the Force's Police Officer of the Year Diamond Award.

A new health and safety update was added to the PFEW app offering police officers guidance on PPE, working hours, wellbeing and stress, and includes the ability to report near misses.

February



March

West Midlands Police Federation interim chairman Tom Cuddeford urged people to get behind the Federation's Believe in Blue campaign to show the many roles the police play in our community.



April

An update on the Federation's independent review revealed that 12 out of 36 recommendations put forward by the review panel chaired by Sir David Normington had been completed.



May

Home Secretary Theresa May told the Police Federation national conference more needs to be done to protect victims of abuse.

Federation chairman Steve White in turn called on the Home Secretary to involve the Federation in conversations about police reform.

He said: "Policing in England and Wales needs reform, it's crying out for reform, reform to make it more efficient, more effective and more joined up.

But it might be worth asking what we think!".



June

PFEW warned police rights must be protected following the EU exit vote - a view echoed by WMPF.

July

West Midlands Police Constable Paul Hopley attended a reception at Downing Street followed by an awards event at The Dorchester as a nominee for the 21st Police Bravery Awards. PC Hopley was nominated after dealing successfully with a man armed with a three-foot long axe.

July



August



August

West Midlands Police Federation wrote to the Chief Constable about WMP TS1 and resilience concerns, suggesting the plan should be reviewed and delayed.

September

The 13th National Police Memorial Day is held at St Paul's Cathedral in London to honour police officers who have given their lives in line of duty. Interim chairman Tom Cuddeford and secretary Steve Grange attended on behalf of West Midlands Police Federation. HRH Prince Charles and the Home Secretary also attended.

September



October



October

Findings from the PFEW annual Pay and Morale survey showed almost 60 per cent of rank and file West Midlands police officers say morale is currently low. WMPF's Tom Cuddeford stated this was a major concern and pointed out: "In terms of officers' personal morale we ranked 11 out of 42 meaning there are 31 forces with a smaller proportion of respondents reporting low morale."

November



November

West Midlands Police Federation said 'enough is enough' in press release calling for more to be done to protect police officers and tougher sentences for those who assault the police and emergency service workers.

December



December

West Midlands Police Federation held its final roadshow of 2016 at Coventry Central.

West Midlands Police Federation

Summary Financial Statements 2016



Summary income and expenditure

	2016 £'000	2015 £'000
Income	623	655
Administrative expenses	614	635
Operating surplus	9	20
Gain on investments	196	50
Net profit	205	70

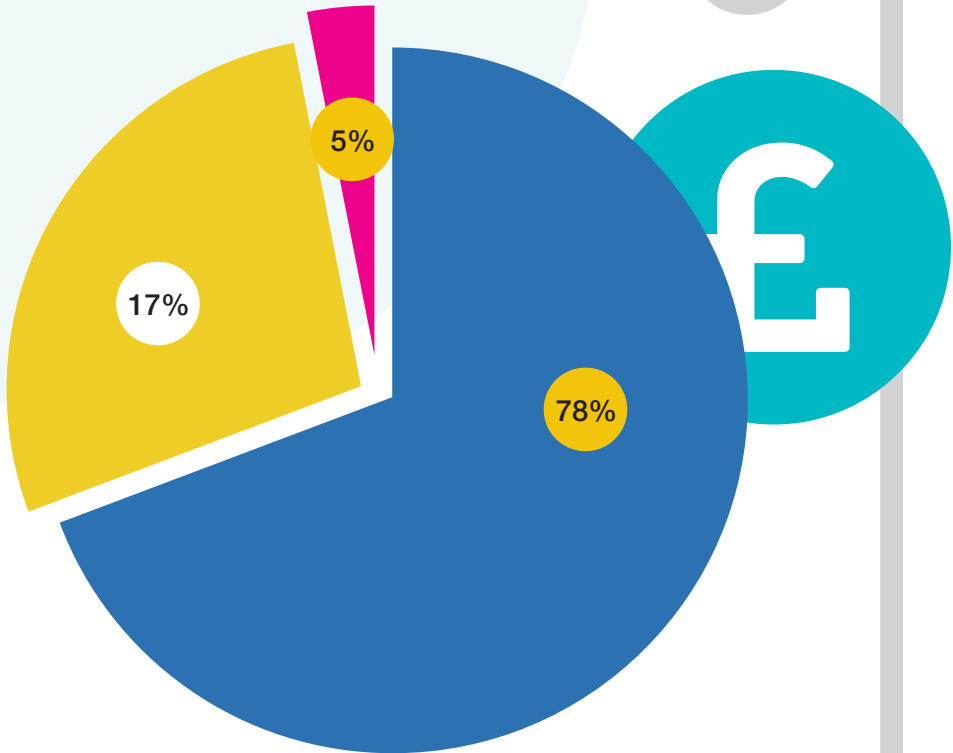
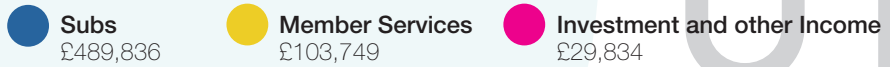


Supporting our members in everything we do

Income

Income Summary 2016

£623,419



Income in 2016 fell by 4.84 per cent in line with the reduction in membership due to the police officer numbers still falling.

Subscriptions were by far the largest contributor at 78 per cent of total income.

Member services continue to generate income which is derived from the provision of insurance and other products to members but saw a decrease in sales. This is due to still falling numbers of members as a direct result of reducing police officer numbers. Fewer members are also taking advantage of some of the discounts offered as online services sometimes seem to provide a better deal. This area is now under review to find a way in providing better offers for members.

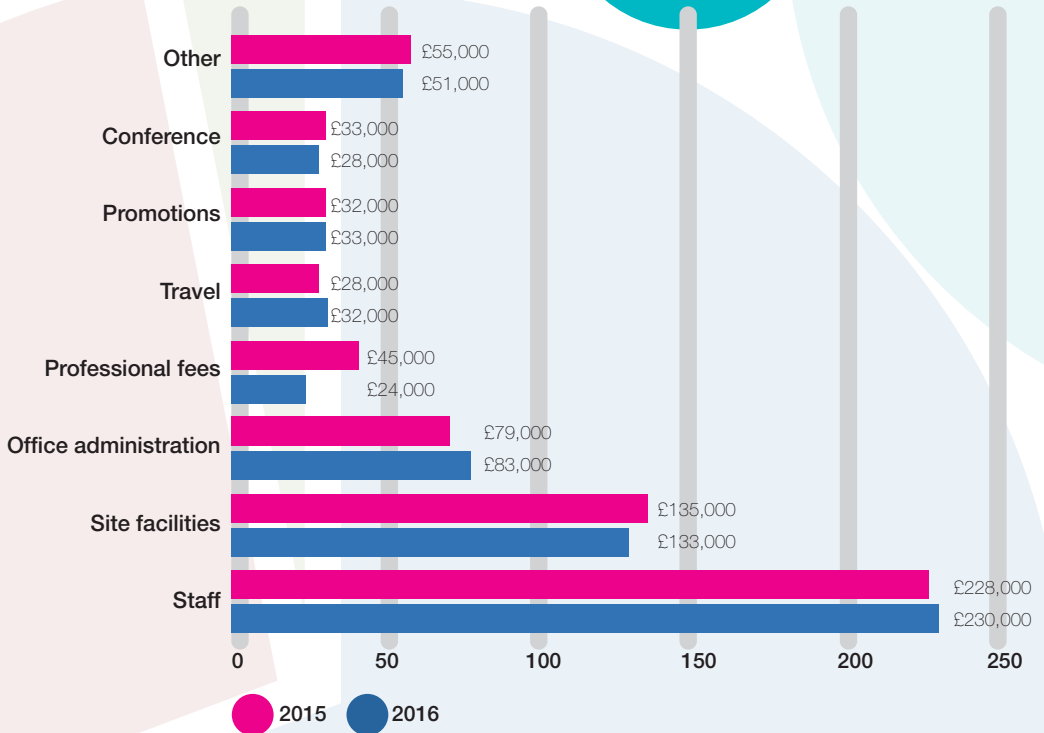
West Midlands Police Federation

Summary Financial Statements 2016

Expenditure

Administration Expenses

£614,000



Administration expenses decreased significantly in 2016, falling to **£614,000** compared to **£635,000** in 2015. This was mainly due to a review of requirements including using a new HR consultant to survey our needs as an organisation which resulted in reduced costs for service.

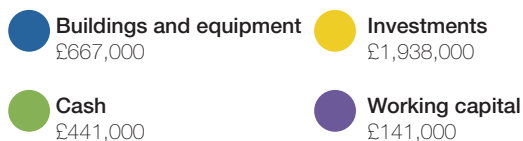
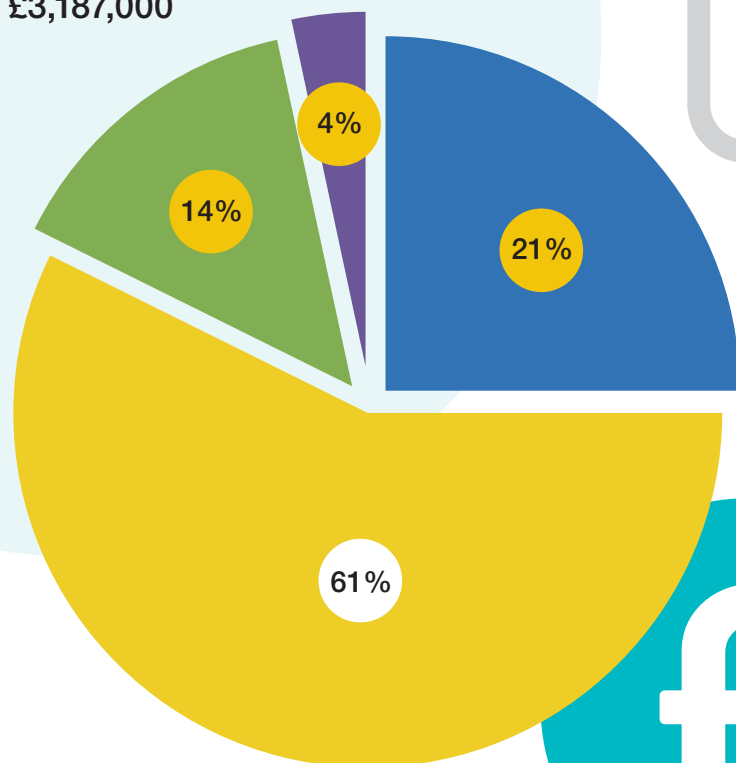
There were also reduced costs through better promotion and advertising of the Federation in making it easier for members to contact and engage with principal officers and representatives through roadshows and online methods.

In 2016 yet again support staff and office costs made up the lion's share of spend being 59 per cent of the total.



Supporting our members in everything we do

Balance Sheet Net Assets 2016 £3,187,000



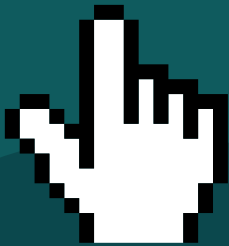
Overall, the balance sheet remains strong. The Board believes that a strong balance sheet is essential to maintaining the long-term viability of the Federation. This is particularly so as we enter a potentially new phase of development following on from the independent review of the Police Federation of England and Wales and falling membership which is still under review.

Investments in shares and bonds are held by professional fund managers and returns are measured against external benchmarks. There is a need to review the management of our investment due to high rises in management fees. The executive committee has recognised this issue and is investigating the matter.



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