



West Midlands Police Federation

Here For You Our work in 2019

Annual public value report

Supporting our members in everything we do





Here For You

West Midlands Police Federation represents the interests of the Force's constables, sergeants and inspecting ranks.

It seeks to negotiate on their behalf and influence decision-makers, locally, regionally and nationally.

Based at Guardians House in Sheldon, the Federation, its full-time officials, staff and workplace representatives across the Force area put members' interests at the heart of all they do and are committed to providing an effective and efficient service. 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 gives an overview of West Midlands Police Federation's work on members' behalf during 2019. Of course, it would be almost impossible to give a detailed account of all the time Federation representatives and staff spend talking to members, offering advice, listening to their concerns or sharing information with them. Nor could we gather statistics on the countless face to face conversations, telephone calls, text messages and emails between Federation officials and senior officers and staff or between workplace representatives and their colleagues. But these would, without doubt, add up to hundreds of hours over the year.

The Federation works in partnership with private companies to offer members a comprehensive Group Insurance Scheme and a range of Member Service discounts tailored to their needs. These are also outlined in this report.

Chair's foreword By Jon Nott

Welcome to Here For You, West Midlands Police Federation's annual public value report covering its work on behalf of its members during 2019.

Having only taken over as the branch chair in November 2019, I have had to quickly switch from my previous role as a detective and build on my 12 years as a workplace Federation representative to get to grips with this new full-time role. I would like at the outset to put on record my thanks to my predecessor, Rich Cooke, for his commitment and passion to serving the membership. I also extend thanks to deputy chair John Williams for stepping into the role while we were without a chair.

It could well be that we will all look back on 2019, the year the Police Federation of England and Wales celebrated its centenary year, as a turning point for the police service as the Government finally took steps to re-invest in the police service.

We have all seen first-hand the devastating effects of cuts to police budgets, not just in terms of increased crime, and particularly violent crime, but also the lack of the visible policing presence we know our communities crave. As police officers dedicated to serving our communities, we are, of course, alarmed about both of these issues but we are also concerned about officer welfare.

The new Assaults on Emergency Service Workers (Offences) Act 2018, on the back of the Federation's Protect the Protectors campaign, doubled the maximum sentence for those who assault emergency service workers and yet we are not convinced courts are using the full powers available to them. We have heard a commitment from the Home Secretary – speaking at the Federation's centenary celebration event in November 2019 – that she would seek even tougher sentences. We need to see action on this. Police officers cannot continue to be seen as society's punchbags.

From a mental health perspective, our officers are also suffering and we intend to do all we can to address this both within our own work and through the Force. The Government's plans for a Police Covenant, announced during 2019, should also help.

Against this backdrop, we welcome the Government's pledge to recruit 20,000 new officers in the next three years and also the £10 million ring-fenced funding for an increased roll-out of Taser.

In another pivotal moment, after a campaign driven in recent years by our deputy secretary, Tim Rogers, who is the national Federation's pursuits lead, 2019 was also the year when the Government finally agreed that we need to see a change in the law to allow the specialist training and expertise of police drivers to be recognised so they are no longer judged by the standards of the careful and competent average driver.

All in all, 2019 could well be a turning point but there is still much work to be done.

Secretary's summary By Steve Grange

Looking back on 2019, I think there were three key developments that affected all officers and therefore dominated my work as branch secretary.

The first was Boris Johnson's announcement in July in his first days as Prime Minister that the Government planned to recruit 20,000 police officers over the next three years to help reverse the effects of the years of austerity. Since the cuts programme started in 2010, we have seen officer numbers in England and Wales reduced by 20,000 while in the West Midlands we lost 2,200 officers in that time. As numbers dropped, we saw no corresponding reduction in demand and our members have suffered with stress and mental ill-health as they have tried to do more with less.

In the first year of the recruitment drive, the Force was allocated 366 of the 6,000 new officers, the second highest in the country which, of course, we welcomed. But we have also expressed concerns about our ability to get these new people recruited by March 2021 and we have to bear in mind that we will still be nowhere near our pre-cuts establishment levels. We also have to accept that as new people join the Force we will still be losing others through retirements, resignations and transferrals. Officer recruitment is one issue but officer retention is another; we need to address both.

The second development concerned pay. For the first time in three years, the Government accepted the recommendations of the Police Remuneration Review Body (PRRB), the independent advisers on police officer pay, and awarded a 2.5 per cent pay rise. While we welcomed this increase, and the fact that ministers backed PRRB, it was still short of the five per cent a year rise the Federation and the Superintendents' Association had sought in a three-year deal. We now need to see the Government, which has vowed to

properly invest in policing, put right the years of real-term pay cuts endured by police officers.

Last, but definitely not least of the three key issues for the year was pensions. The Court of Appeal ruled that transitional provisions introduced to the reformed judges' and firefighters' pension schemes in 2015 gave rise to unlawful age discrimination. The 'transitional protections' broadly permitted those members who were closest to retirement at the time the new pension scheme was introduced to remain in their existing pension schemes. But the court ruling means those too far away from retirement age to qualify for 'transitional protection' were unfairly discriminated against.

This ruling also affected the transitional provisions afforded to some police officers on the introduction of the 2015 Career Average Revalued Earnings (CARE) police pension scheme. The Supreme Court rejected a Government appeal on the ruling so an Employment Tribunal during 2020 will decide how the discrimination will be remedied for judges and firefighters with the Government indicating this will then be applied across the public sector. The Police Federation, along with six other staff associations within the police service, has been granted interested party status to this tribunal.

A remedy is likely to address the root cause of the discrimination and will aim to put members in a position where there is no discrimination. As a Federation, we want to ensure that in addressing the discrimination no other unfairness comes into play and that no one is left behind.

The remedy, which would apply to all, could mean officers are given the option to return to their previous pension scheme but I would like everyone to be given as much information as possible so they can make an informed decision as to the best way forward for them. There are many variables to be considered in what is a very complex issue and each individual's circumstances will be different.

We will keep members informed as and when there are further developments on this issue and also believe we have a part to play in helping officers through this process.

Finally, I would like to highlight the fact that we will be holding elections for Federation workplace representatives next year.

If you are interested in finding out more about the role, please talk to your local rep or your full-time officials. Being a Fed rep can be challenging but it can also be incredibly rewarding.



Representation

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 eight 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 has 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 46 workplace representatives, receive full training so 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.

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

All branches of the Police Federation will organise elections for new representatives during 2021. Vacancies may also still arise during the year. Federation members are advised to contact the office or their workplace representative if they want to find out more about how they can help and support colleagues.

Conduct and performance

By **George McDonnell & Dave Hadley**, West Midlands Police Federation leads

As the two full-time West Midlands Police Federation Conduct and Performance Liaison Officers (CaPLO), we are supported by 12 work-based Federation representatives and together provide advice to members on misconduct, gross misconduct and performance issues.

We have all received training for this critical role and meet monthly to discuss cases, regulatory changes and any emerging themes and trends. The Federation operates a call-out rota so members can contact a trained conduct representative 24/7 and 365 days a year.

We had hoped that by the end of 2019 the new police conduct regulations, which aim to take us away from the blame and punishment culture to one of learning and development, would be in place. However, as with so many other matters, delays were caused by Brexit and therefore these did not come into effect until 1 February 2020.

Nevertheless, the Federation CaPLO committee did spend a good deal of its time in 2019 working with the Force, and liaising with the Federation nationally, to ensure the new regulations finally lead to the culture shift that was intended – but not delivered – by the previous regulations. We are hopeful the Force is now in a position where the regulations can be used to help officers learn from mistakes and then develop in their role.

Officers required to improve their performance will be given the chance to undertake Reflective Practice with their line manager to discuss how the issue can be avoided in the future, accept what happened and then move forward rather than face punitive action for minor issues.



As a reminder to members, if you are served with a Regulation Notice advising you of an investigation into your actions, please sign the document to accept service but do not say anything until you have spoken to one of the CaPLO reps. Your CaPLO will accompany you to any interview you are asked to attend as part of any inquiry and, if there is a criminal allegation, they will arrange legal representation.



There will also be a higher threshold for disciplinary action so misconduct proceedings will only be triggered if the wrongdoing warrants at least a written warning and low-level outcomes have been removed. Harsher outcomes are balanced by the fact that more officers will be diverted away from the misconduct arena and only serious matters will be escalated.

We also hope to see an end to the long-drawn-out conduct investigations that have caused untold anxiety for officers and their families as well as anyone else caught up in the process. Under the new regulations, if proceedings continue beyond 12 months, a report has to be sent to the Police and Crime Commissioner explaining the reason for the delay. The Federation's Time Limits campaign also calls for a 12-month time limit from the time of an allegation being made for disciplinary proceedings being brought against officers.

The CaPLO team's work in 2019 included:

Hearings and meetings

| | |
|-----------------------|----|
| Special case hearing | 16 |
| Officers dismissed | 13 |
| Final written warning | 1 |

The other two would have been dismissed but had already resigned.

7 misconduct hearings

| | |
|-----------------------|---|
| Final written warning | 1 |
| Dismissed | 3 |
| Unproven | 3 |

21 misconduct meetings

| | |
|-------------------------------|---|
| No further action, not proven | 4 |
| No action | 1 |
| Management advice | 4 |
| Written warning | 8 |
| Final written warning | 4 |

The Personnel and Equalities Committee regularly deals with the following issues:

- Attendance Support Meetings (ASMs)
- Regulation 28 representations (half pay)
- Grievances
- Ill-health retirements
- Legal actions against the Force
- Regulation 12/13 procedures
- Unsatisfactory Attendance Procedures (UAP)
- Unsatisfactory Performance Procedures (UPP)
- Injury on duty awards
- Disablement gratuities
- Advice and support to officers and line managers, and
- Flexible working requests.

Personnel and Equalities Committee

By **Cliff Tomkinson**,
West Midlands Police Federation lead

The equality arena involves particularly confidential issues and is a difficult area of work to be involved in since what often is unfair is not necessarily unlawful. This in itself leads to particular challenges in managing members' expectations and dealing with individuals within the Force.

As a full-time Federation representative, I sometimes face difficulties in dealing with some line managers and supervisors and have had to resort to getting solicitors involved. This is mirrored by other full-time reps and likewise nationwide. We should be able to negotiate and influence within the workplace for our members' benefit. Those with the Force before 2010 will understand low-level moves or decisions would be made locally and resolved swiftly. Today this just does not happen.

Workforce strategy departments are desperate to retain their staff through fear of not getting someone replaced and everything stalls. Processes are not followed with officers feeling let down at the last minute.

Timeliness is poor across the Force. Grievances are particularly delayed again with officers feeling unsupported and that raising the grievance was pointless.

The Federation supports numerous officers every month through the Regulation 28 process. Deputy secretary Tim Rogers attends the pay panel to make representations on behalf of members who contact a Federation rep and others he is aware of. Through the Group Insurance Scheme, the Federation actively supports members reduced to half pay.

The effects on officers is clear to see with regards to mental health, stress and anxiety. This is an employer issue that needs to be urgently addressed to improve the support and health of officers but also protect the public purse.

Tim and I regularly support and guide members through the ill-health retirement process. Officers must obtain advice because there are strict criteria to successfully navigate the process. Any potential medical appeals require Federation advice and support.

Members are also supported with legal advice and/or legal representation where applicable. Civil claims can have very strict time limits and it is important to approach the Federation as soon as possible to ensure members' positions are protected in law.

The Force has stressed it will not tolerate discrimination, with dismissal being considered if necessary. This is most welcome and I am sure all past and future claimants look forward to the same support from the Force in relation to any claim they may potentially make for such behaviour.

There is much work to still do within the Federation in relation to equality. However, the feedback from members we support and others within the Force makes me feel we are heading in the right direction. 2020 brings hope and optimism in that we will have extra officers and hopefully a bigger budget to reduce the stressors and workload on our members.



Keeping officers' health and safety to the fore

By **Deano Walker**, secretary of the West Midlands Police Federation Health and Safety Committee

The Federation's Health and Safety Committee has just gone through some changes of role and personnel. The current committee is:

- **Chair** – Giles Dean
- **Secretary** – Deano Walker
- **Deputy chair** – Wayne Bennett
- **Deputy secretary** – Jason Sayers
- **Members** – Lorayne Brown, Lee Haywood, Chris Smith, Simon Wheeler and Mick Woods.

The committee has set health and safety priorities for 2020 to align with the chair's published priorities. These will be the areas that are of most risk to members and those of most concern. Currently, these are police assaults, safe staff levels, safe working environments, wellbeing and student officers.

The committee has reminded all Federation reps that health and safety, including walkthroughs, are a core element of their role. They should ensure near misses are recorded and attend local health and safety meetings. There is an expectation that all reps will contribute to these areas of business and further training is to be provided.

The Police (Health and Safety) Act 1997 made police officers employees for the purposes of health and safety legislation. The Health and Safety at Work Act 1974 (HSWA) and the regulations made under it apply to all work activities. A breach of any of these duties is a criminal act. The act imposes duties on employers and employees and is based on the philosophy that those who create the risks should manage them.

Under HSWA, employers should:

ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees; and conduct their undertakings in such a way as to ensure, so far as is reasonably practicable, that persons not in their employ who may be affected are not thereby exposed to risks to their health and safety.

Employees should:

take reasonable care of their own health and safety and of others who may be affected by their acts or omissions at work; and co-operate by following any requirement imposed on them by their employer, for example, to follow safe systems of work and to use personal protective equipment.

The act is a powerful tool and with the possibility of criminal sanctions in relation to health and safety is an area where we have the most leverage for change. It is our intention to work with the Force to achieve our objectives of making the workplace as safe as possible for our members and not exposing them to any unnecessary risks. However, if all reasonable efforts to do so for a particular risk have been exhausted, we will have no issues escalating the matter to the appropriate body with accompanying supporting evidence.

Professional development

By **Giles Dean**, West Midlands Police Federation lead

West Midlands Police Federation (WMPF) does all it can to represent members' views locally, regionally and nationally so that it can have its say on how people are recruited, how officers' progress is assessed, what defines them as competent and how they are trained, developed and promoted.



The way that police officers are recruited and trained has changed significantly and the first officers to be trained via the Policing Education Qualifications Framework joined West Midlands Police last year under the Police Constable Degree Apprenticeship and the Degree Holder Entry Programmes. It is vital that we support our colleagues recruited under the new training arrangements, monitor the effectiveness of the process, feedback any concerns and assess the impact on the organisation.

The necessarily ambitious recruitment targets of around 24 officers every week will place pressure on all of us over the next few years as the demographic make-up of the organisation changes to one where a significant proportion of officers are younger in service. We have recognised as a Federation that we need to make changes to more effectively represent these officers as they are posted at various locations around the Force and move regularly throughout their student phases.

I, and other representatives of WMPF, meet regularly with the national Police Federation leads so that we can share

our experiences, discuss best practice and seek to influence the decision-makers at the highest levels. At a local level, we feedback members' concerns around processes such as promotion and career development opportunities and work with the Force to improve transparency, fairness and consistency.

WMPF welcomes recommendations that enhance career development for officers. However, care needs to be taken to ensure fairness of opportunity and to ensure the service continues to represent the public. WMPF is keen to engage and help ensure these are undertaken in a way that is fair to all.

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 - college.police.uk - and take part in any discussions of interest.

If you have concerns about anything related to professional development please get in touch.

Legal scheme

West Midlands Police Federation funds legal expenses insurance for all its subscribing members and is the only Federation across England and Wales to do so.

It has been a great success with many members benefiting from the cover provided. But if you are not aware of what is covered, please take a little time to read the policy details at our website – polfed.org/westmids.

It could well save you money directly as it includes uninsured loss recovery in relation to motor insurance for the subscribing member, their spouse or partner and any children living with them. This cover, often referred to as 'legal cover' or 'PI cover' in motor insurance quotes, is not required under any other policing since any subscribing Federation member has it within the scheme benefits.

Here is a brief outline of some of the instances where members and their families have benefited from this cover during 2019:

| Claim type | No of claims |
|-------------------------------|--------------|
| Personal injury | 28 |
| Contract dispute - consumer | 26 |
| Property | 14 |
| Criminal prosecution defence | 13 |
| Motor prosecution defence | 12 |
| No insured event | 12 |
| Disciplinary | 9 |
| Employment | 8 |
| Medical negligence | 6 |
| Probate | 4 |
| Motor ULR | 3 |
| Contract dispute - commercial | 1 |
| Education appeal | 1 |
| Other | 1 |

The total amount reserved is currently **£483,140.46**, which is for claims that are continuing to be handled.

Since the scheme began in June 2015 a total of **512** claims have been received and **£379,531.37** has been paid in respect of claims under the scheme; **£90,423.92** related to discipline matters and **£223,441.83** to criminal prosecution defence claims. The support offered by providers LIM internally would be worth **£128,159.70**, but this is free to members under the scheme.

The Legal Helpline receives on average 40 calls per month from West Midlands Police Federation members with the average call length being 20 to 30 minutes.

From June 2019, members have had access to an online legal document service which provides templates to assist in a range of disputes from gaining access to a neighbouring property to complaining about lost luggage.

Group Insurance Scheme

More than 84 per cent of West Midlands Police Federation members are covered under the Group Insurance Scheme.

Group claims

| Year | Serving officer | Partner | Child | Retired officer | Retired officer partner | Grand total |
|------|-----------------|---------|-------|-----------------|-------------------------|-------------|
| 2018 | 2 | 1 | NA | 21 | 3 | 27 |
| 2019 | 2 | 3 | NA | 3 | 1 | 9 |

Group claim values

| Year | Serving officer | Partner | Child | Retired officer | Retired officer partner | Grand total |
|------|-----------------|----------|-------|-----------------|-------------------------|-------------|
| 2018 | £245,000 | £65,000 | NA | £815,000 | £62,500 | £1,187,500 |
| 2019 | £260,000 | £195,000 | NA | £117,500 | £27,500 | £600,000 |

Group Critical Illness claims

| Year | Serving officer | Partner | Child | Grand total |
|------|-----------------|---------|-------|-------------|
| 2018 | 15 | 1 | NA | 16 |
| 2019 | 6 | 4 | NA | 10 |

Group Critical Illness claim values

| Year | Serving officer | Partner | Child | Grand total |
|------|-----------------|---------|-------|-------------|
| 2018 | £190,000 | £5,000 | NA | £195,000 |
| 2019 | £81,000 | £30,000 | NA | £111,000 |

Civil

| Year | |
|------|-----|
| 2018 | 211 |
| 2019 | 200 |

RAC Motor breakdown policy

| Call-outs | Patrol attendance rate | Recoveries | Patrol fix rate | Right resource first time |
|-----------|------------------------|------------|-----------------|---------------------------|
| 1,868 | 92% | 176 | 85% | 96% |

Advice

Your Federation offered members **FREE** advice and expert support on a wide range of issues during 2019.

Police Regulations

West Midlands Police Federation's in-house expert **Gary Nuttall** answers all members' questions relating to Police Regulations.

You can contact **Gary** on **0121 752 4900**, selecting Option 1 when asked, if you have a query about regulations or email him on GNuttall@westmids.polfed.org.

Mortgage advice

A total of 89 per cent (462) of officers went on to take out a mortgage after attending one of the 114 mortgage advice surgeries we organised during 2019.

Free mortgage advice was given to 517 members.

Family law advice

More than 20 family law surgeries were held.

Managing money and planning for retirement

Our pre-retirement seminars, held for officers in the last three years of their service, once again proved popular.

A total of 230 officers attended the 10 seminars we held at Guardians House during 2019.

Financial education

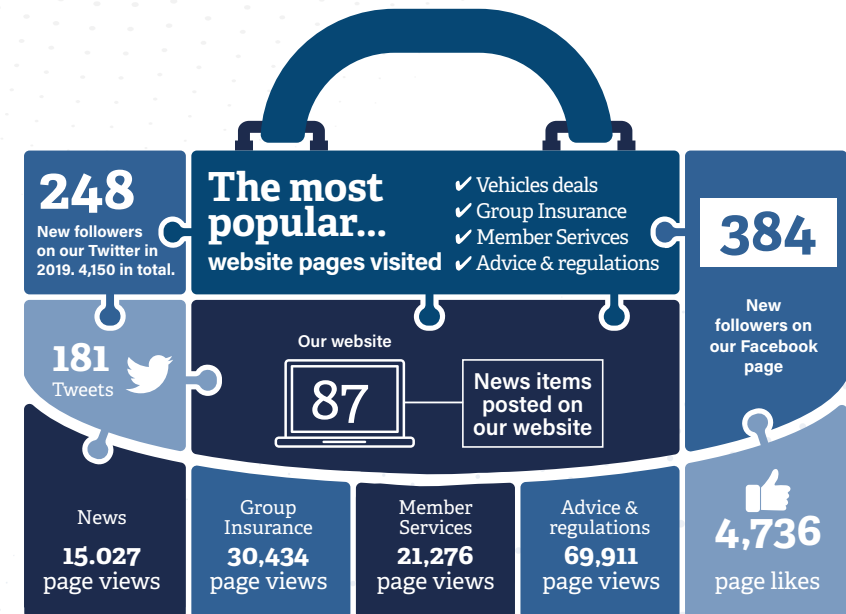
Caroline Harris, the Federation's financial welfare consultant, offers members a **free service** to help them make sense of their finances. Caroline, who works for George Burrows, gave more than 200 hours of free support and guidance to members.

A total of 92 officers attended a free financial surgery at Guardians House in 2019.

Member Services

In 2019, three Federation roadshows were held and there were more than 21,276 visits to our Member Services website pages. Members saved hundreds of pounds when buying insurance through our providers.

Our communications



Donations and sponsorship

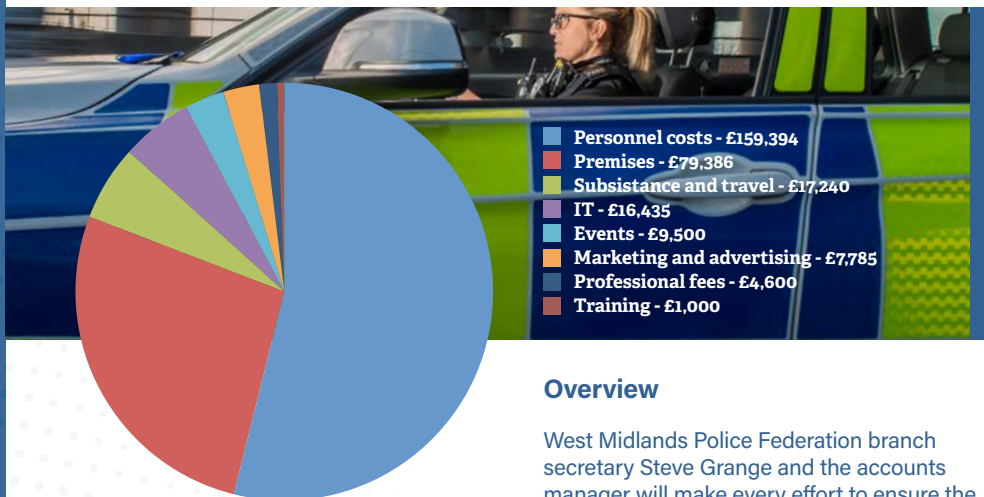
During 2019, West Midlands Police Federation made the following donations and sponsorship contributions.

| | | |
|-----------|---------------|--|
| January | £1,200 | Sponsorship of 2019 Diamond Award |
| January | £50 | Prize draw winner at Federation Roadshow |
| February | £1,000 | Donation to family of child diagnosed with serious health condition |
| March | £100 | Sponsorship of officer running London Marathon |
| April | £250 | Sponsorship of officer running New York Marathon |
| April | £500 | Charity donation for use of supermarket car park for visitors to Federation office |
| June | £250 | Charity donation to Mary Stevens Hospice |
| June | £1,000 | Funding for BAPA annual awards dinner |
| July | £500 | Charity donation to COPS |
| July | £250 | Donation to Birmingham Women's Hospital Charity |
| August | £100 | Donation to St Giles' Hospice, in lieu of funeral flowers for deceased member |
| September | £250 | Donation to fund for seriously ill officer |
| September | £500 | Sponsorship of annual community event for the association of the West Midlands Muslim Police |
| November | £3,439 | Donation/sponsorship for #WMPMND marathon runners |
| | £9,389 | |
| Flowers | £616 | |
| Hampers | £1,865 | |



Income

West Midlands Police Federation submitted a budget for £326,878 for the year 2019. This is due to the new accounting and budget procedure as the branch is now being administered by the Police Federation of England and Wales (PFEW) at its headquarters in Leatherhead.



Overview

West Midlands Police Federation branch secretary Steve Grange and the accounts manager will make every effort to ensure the branch receives what it needs to provide a high standard of service for members.

The main core account (subscriptions) is now run by PFEW in view of changes brought in after the independent review of the organisation commissioned in 2014. This aimed to make sure accounts held by PFEW and Federation branches would be more transparent and more effective with a more visible and open approach to showing accounts and worth. The balance sheet remains strong.

The branch continues to provide Member Services and generates income which is derived from the provision of insurance and other products to members.

Although the investments are held by professional fund managers, West Midlands Police Federation continues to look at ways to maximise its investments. It is looking to review its options once Brexit is complete and it assesses how the markets will perform; a decision may be held out until 2021.

During the last year, several exercises were run to see if the branch has remained on target with its budget submission, and I'm pleased to say all targets have been met.

The branch is now in the second year under the new arrangements and has submitted a budget of £296,910 for 2020. The reduction is due to Leatherhead providing services the branch previously funded through procurement including services like IT.

Expenditure

Wages are still the branch's biggest expenditure; the new telephone system is now up and running with the new computer systems in place. (See chart for a breakdown of the submitted budget).

Supporting you



I feel at the minute that I'm forever in debt to the Federation and if there is anything I can do differently or say to help the Federation or anyone then please let me know and I promise I will! I was in a cohort where a lot of students didn't take up the opportunity to join the Federation, thank God I did!

Name withheld



I can't speak highly enough of George (McDonnell, conduct lead). He has become more than a Fed rep to me, he has become a friend and someone who I trust implicitly.

The fact that all allegations against me were found not proven and were 'no further actioned' (rightly so) is a testament to him as a Fed rep, a person and his dogged determination for justice to be done. He is, in my opinion, a credit to the Federation and you should be very proud of this man.

Name withheld



To Cliff Tomkinson, West Midlands Police Federation personnel and equality lead:

Both me and my wife are very grateful for all you have done. I know you went beyond what most people would have done.

Name withheld



We, as police officers, are very quick to scowl and criticise when things go wrong and so felt it was pertinent to express the first class service I received from George (McDonnell) as a Fed rep, a police officer but, most importantly, a human being.

George, you are not only a life-saver, you kept the state of my mental health intact. You are an asset to West Midlands Police. Thank you.

Name withheld



To Cliff Tomkinson, West Midlands Police Federation personnel and equality lead:

I would like to pass on my grateful thanks and appreciation to you, Archie Murphy and all representatives involved in my issues. During the ill-health retirement process, I was feeling very poorly, in constant pain and vulnerable. I live on my own and it was a very difficult time as I was threatened with half pay. You and the team were always available to assist with help and advice as well as attending key meetings with me.

I am pleased to say that, due to your assistance, I have been successful in obtaining an ill-health pension and can now concentrate on recovering from my full knee replacement.

Name withheld



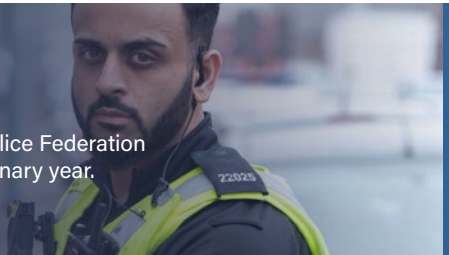
Thank you so much for all your help and support, really means a lot that you were there for me and that I had someone helping me when I wasn't strong enough.

Name withheld

A snapshot of 2019

January

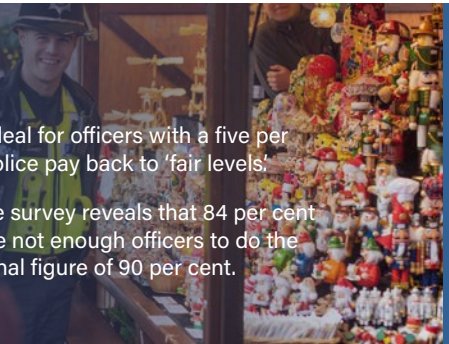
2019 marks a milestone in the history of the Police Federation of England and Wales as it celebrates its centenary year.



February

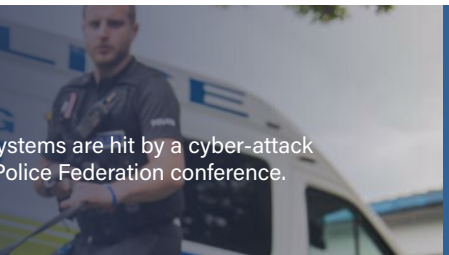
The Police Federation seeks a three-year pay deal for officers with a five per cent uplift in each year. It says this will bring police pay back to 'fair levels'.

The Federation's demand, capacity and welfare survey reveals that 84 per cent of members in the West Midlands feel there are not enough officers to do the job properly. That is slightly less than the national figure of 90 per cent.



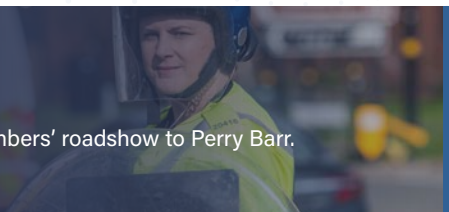
March

The Police Federation of England and Wales' systems are hit by a cyber-attack and the decision is taken to cancel this year's Police Federation conference.



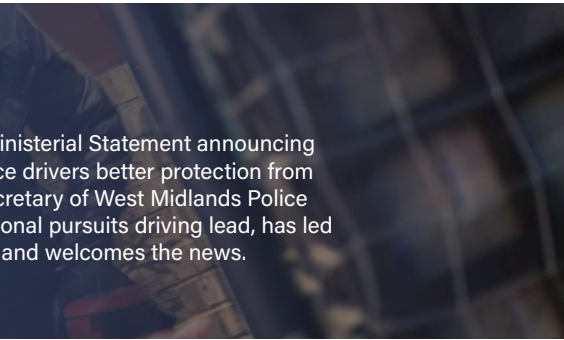
April

West Midlands Police Federation takes its members' roadshow to Perry Barr.



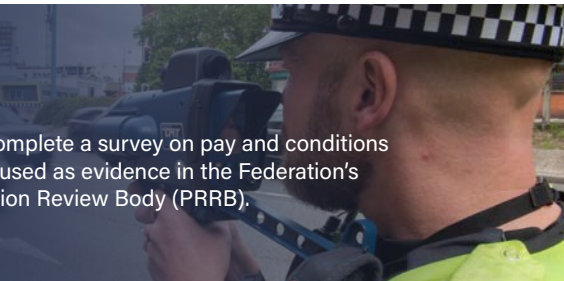
May

The Home Office issues a Written Ministerial Statement announcing plans to change the law to give police drivers better protection from prosecution. Tim Rogers, deputy secretary of West Midlands Police Federation and the Federation's national pursuits driving lead, has led the campaign for legislative change and welcomes the news.



June

Federation members are urged to complete a survey on pay and conditions and officer morale. The findings are used as evidence in the Federation's submission to the Police Remuneration Review Body (PRRB).



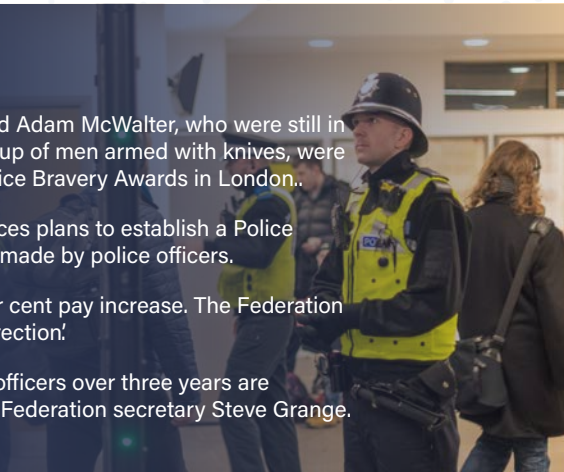
July

West Midlands PCs Lorna Walsh and Adam McWalter, who were still in training when they confronted a group of men armed with knives, were honoured at the annual national Police Bravery Awards in London.

Home Secretary Sajid Javid announces plans to establish a Police Covenant to recognise the sacrifice made by police officers.

Police officers are awarded a 2.5 per cent pay increase. The Federation says it is a 'small step in the right direction'.

Plans to recruit 20,000 more police officers over three years are welcomed by West Midlands Police Federation secretary Steve Grange.



August

West Midlands Police Federation representative Trudy Gittins, inspired by Assistant Chief Constable Chris Johnson's approach to being diagnosed with Motor Neurone Disease, signs up to run Liverpool's Rock 'n' Roll Marathon next year and calls on other officers and police staff to join her.

A fund-raising appeal set up to support injured West Midlands PC Gareth Phillips exceeds its £15,000 target within days of being launched.



September

A shocking incident in which a West Midlands Police officer was injured in a hit and run in Coventry is another example of the daily risks police face says the secretary of West Midlands Police Federation, Steve Grange who adds that more needs to be done to tackle the growing number of mindless attacks on police officers.

HRH The Prince of Wales honours fallen officers at the National Police Memorial Day (NPM) at Glasgow's Royal Concert Hall. Steve Grange, secretary, and John Williams, interim chair, represent West Midlands Police Federation at the service.

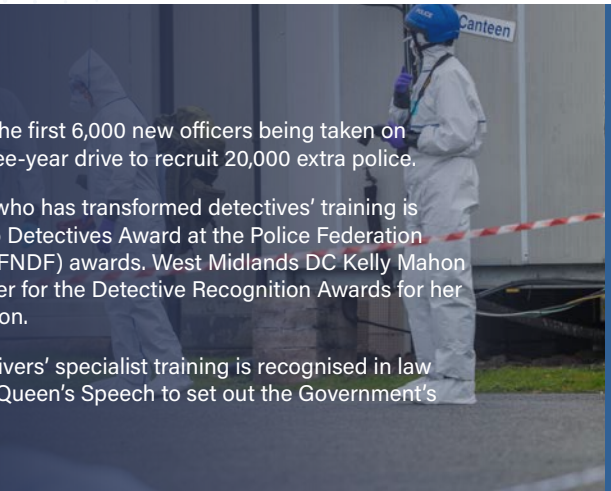


October

The Force is allocated 366 of the first 6,000 new officers being taken on through the Government's three-year drive to recruit 20,000 extra police.

West Midlands DC Nick Mills who has transformed detectives' training is presented with the Services to Detectives Award at the Police Federation National Detectives' Forum (PFNDF) awards. West Midlands DC Kelly Mahon is named as the regional winner for the Detective Recognition Awards for her work in child abuse investigation.

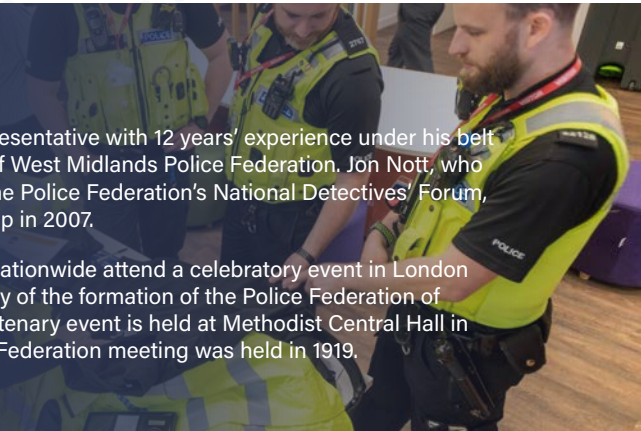
A bill that will ensure police drivers' specialist training is recognised in law was one of 22 included in the Queen's Speech to set out the Government's legislative programme.



November

A Federation workplace representative with 12 years' experience under his belt is elected as the new chair of West Midlands Police Federation. Jon Nott, who is also deputy secretary of the Police Federation's National Detectives' Forum, first became a constables' rep in 2007.

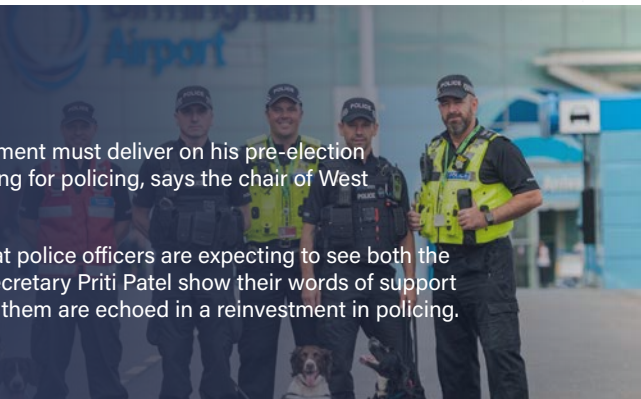
Federation representatives nationwide attend a celebratory event in London to mark the 100th anniversary of the formation of the Police Federation of England and Wales. The centenary event is held at Methodist Central Hall in Westminster where the first Federation meeting was held in 1919.



December

Boris Johnson's new Government must deliver on his pre-election promises on increased funding for policing, says the chair of West Midlands Police Federation.

And Jon Nott has warned that police officers are expecting to see both the Prime Minister and Home Secretary Priti Patel show their words of support and commitment to backing them are echoed in a reinvestment in policing.



Photographs courtesy of West Midlands Police.

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