



HERE FOR YOU

Our work in 2022

ANNUAL PUBLIC VALUE REPORT

Supporting our members in everything we do







HERE FOR YOU

West Midlands Police Federation is committed to representing the Force's constables, sergeants and inspecting ranks. It works hard to negotiate on behalf of members, while influencing decisions being made locally, regionally and nationally.

The Federation is based at Guardians House in Sheldon, Birmingham. Made up of full-time officials, workplace representatives across the Force and a staff team providing administrative support, the Federation has the members' best interests at the heart of everything it does.

From regular telephone calls, text messages and emails between Federation representatives and members, the Federation pledges to provide an effective and efficient service, ensuring value for money for all members.

This year's annual report gives an overview of the work the Federation has done on members' behalf during 2022. While it would be unrealistic to give an in-depth detailed account of all the support the Federation has given, this publication highlights some of the key developments and statistics from across the year. The annual report also outlines some of the partnerships the Federation has developed to give members access to exclusive discounts and services.



CHAIR'S FOREWORD

BY RICH COOKE

Welcome to Here For You, West Midlands Police Federation's annual public value report covering its work on behalf of its members during 2022.

West Midlands Police Federation is here to help officers with advice and guidance throughout their careers but we are also here to push for the changes we believe will benefit our members and create a modern, proactive Force.

We have been campaigning on a number of fronts to try to improve the service we all want to deliver to the people of the West Midlands.

The Force is going through a period of great change and the branch has a full-time official working with the new Chief Constable to ensure our voice is heard and our views taken on board. It is critically important that we are properly represented on the Force's change programme because there are some significant challenges ahead.

The pace of change is a great cause for concern, not least because there are still some serious infrastructure issues to be dealt with. The Government's Police Uplift Programme may have addressed the officer side of the 25 per cent cuts to policing but there has been no equivalent investment in buildings, support structure or back office operations so we will be carefully monitoring how things progress on that front.

We enjoyed show-piece events such as the Commonwealth Games in 2022 and the policing operation was first-class but knife crime, gangs and drug-related violence continued to soar.

These crimes are the scourge of towns and cities across our Force area and we have been

calling for changes in the way this menace is confronted. We need officers to be able to use their stop and search powers to prevent violent crimes and to get weapons off our streets.

But we also need the courts to hand down sentences that act as a deterrent. And we need other services – such as the health service and education – to work together because intervention and prevention must be at the heart of our response.

In many ways this goes beyond just being an issue for the police. We all have a duty because one life lost to violence is one too many.

Neighbourhood policing has been in the headlines with both the Government and Opposition pledging in one way or another to return to a model of policing which we all know can produce results.

We support any proposals that would help our front-line officers tackle crime and antisocial behaviour. But we need to go back to basics and get our cops seen again with space to engage, not just going past in a blaze of blue lights and sirens.

Put simply, we need more bobbies back on the beat.

Apart from clamping down on the anti-social behaviour and vandalism which cause such distress, a proactive policing model which is embedded in local communities naturally builds trust and leads to the flow of intelligence which is vital in the prevention and detection of crime.

We have lost sight of this invaluable asset in recent years and the consequences of that have become clear.

We have seen some successes in our bid to get every officer Taser-trained but we continue to campaign and will not stop until we achieve our ultimate goal.

As a Federation, our long-term strategic aim is for every front-line officer to be Taser-trained and I pledge that we in no way will recoil from that.

Statistics show that over the last two years, of nearly 3,000 incidents that involved the use of a Taser, there were zero findings of misconduct against those officers and very few complaints.

Not only does having a Taser make officers up to nine times safer from being assaulted but hearing that there have not been any findings of misconduct against those officers demonstrates the professionalism of our cops.

It also shows that any prospective trainees can have absolute confidence in the quality of the training provided.

I also want officers to feel confident that they have the backing of the Force and Federation in using Tasers whenever necessary to protect the public appropriately.

Our fight for fair pay continued throughout 2022 and we will not let up until we are satisfied that our members are being properly rewarded for the difficult jobs they do, the risks they take and the sacrifices they make.

The current pay mechanism is totally unfair and insulting to police officers. In the absence of having any right to take industrial action, which none of us wants to do, the very least we deserve is a 'seat at the table' to negotiate our pay backed by arbitration. This situation we currently find ourselves in regarding our remuneration is truly dystopian and cannot continue. We must take radical action to address it urgently and that's why we've started to think the once unthinkable by leading calls for a national ballot of members on seeking industrial rights.

SECRETARY'S

SUMMARY

BY TIM ROGERS

A seemingly never-ending stream of negative stories in the media made 2022 an incredibly difficult year for policing and, it is fair to say, that 2023 seems to have continued in the same way.

But, despite all the well-publicised criticism of policing, I would like to put on record my thanks to all members for the work they do in serving the public, fighting crime, keeping order and protecting the vulnerable. Each and every day, police officers are out and about doing their jobs and doing good things while serving their communities. But these are rarely reported, creating a distorted view of policing.

The police service still follows the foundations of policing set out by the founder of modern-day policing Sir Robert Peel who said the police are the public and the public are the police. We draw our recruits from the communities we serve so that we are then representative of those communities. But for all the many positives this brings, it also means we will get a small minority of people within our ranks who do not uphold the high standards expected of them. We want them rooted out and removed from policing as much as – if not more than – anyone. The 'bad apples' not only damage their force but also the wider police service, causing a breakdown of the essential bond and trust between police officers and the public.

While we have been under intense scrutiny, we have also been in the midst of a major recruitment drive which, since it was started from a complete standstill, has brought its own challenges – not least issues around retention of these officers, something that we are still struggling with. While officer numbers plummeted during the austerity years, this was also accompanied by the closure of



police stations and the loss of considerable infrastructure and this is taking time to get back to where it needs to be.

We have always said there was little point replacing the officers that have been lost over the last 13 years without addressing the 25 per cent cuts forced upon the back room operations, buildings, equipment and facilities.

Simply putting officers back into an environment which has been stripped of the facilities that are needed to support them is folly.

New recruits, in particular, are feeling the effects of the cost of living crisis with many struggling to make ends meet due to their low starting salaries.

Thankfully, the Force has increased the starting pay-points for recruits and all new officers now start on Paypoint 1 but we need the Government to do more too.

The Federation has campaigned for fair pay for all police officers and, within this campaign, has also called for a complete overhaul of the police pay review process and longer-term funding settlements so that forces can plan ahead more effectively.

Years of below inflation pay rises have had a massive impact on police pay and it cannot be right that we are increasingly hearing of officers having to use food banks. Policing is a job like no other, officers put their lives on the line on a daily basis and they have restrictions on their

private lives. I have said it time and time again but no one joins policing to get rich, but they do expect to be paid according to their unique role in society. They also expect to be treated fairly by government.

It's fair to say those expectations are not being fulfilled. So far, our campaigning seems to have fallen on deaf ears and we are hearing more and more officers calling to be given the opportunity to vote on whether they want the Federation to seek a return of industrial rights for the police.

Against this backdrop, there are still positives to report from 2022. Following on from a Federation election year, West Midlands Police Federation has a new Branch Council made up of 46 workplace representatives. They have embarked on a training programme that will give them the skills and knowledge they need to effectively represent members, negotiate on their behalf and influence decision-makers.

We also saw the enactment of the Police, Crime, Sentencing and Courts Act which, among other things, allowed Specials to join the Federation for the first time, and also set in motion the creation of a Police Covenant that will enshrine officer wellbeing in law.

For me, there was one element of the act that served as a personal, and professional, achievement and the culmination of an eight-year campaign that I have led on behalf of the Federation. The act brought about a long overdue change in legislation which means that officers' driving will now be judged according to that of their trained peers rather than the 'careful and competent' member of the driving public.

Another success story has been the appointment of a solicitor, based at our Guardians House office, who handles cases for members across the Federation's Region 3 branches – Staffordshire, Warwickshire, West Mercia and West Midlands. This has proved to be an invaluable resource.

As a branch, we are committed to working effectively and efficiently on your behalf, and we will continue to look at ways to ensure that we provide good value for money for your subscriptions.

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.

From the start of 2022, we also had two additional reps elected to the PFEW National Council – Rod Rose as a black, Asian and minority ethnic (BAME) member and Kin Devi as a female member.

During 2021, branches of the Federation across England and Wales held elections for new workplace representatives to serve for the next triennial period. Once workplace representatives had been elected, they formed the new Branch Council and they then selected their executive, the Branch Board.

Officials were elected from the Branch Board members with candidates for the chair's position going out to a vote among the wider Federation membership. While the Branch Council, Board and officials are now in place, there may still be vacancies that occur 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 AND DAVE HADLEY, WEST MIDLANDS POLICE FEDERATION
CONDUCT AND PERFORMANCE LEADS**

Police conduct came under the spotlight like never before in 2022 with high-profile revelations of criminal activity and unacceptable behaviour within policing sending shock waves throughout the service. Against this backdrop our trained Federation representatives – conduct and performance liaison officers (CAPLO) – have played a vital role supporting members through a wide range of proceedings.

West Midlands Police has used a reflective practice (RP) model for the past three years. It is being used positively for the most part although at times it still is being used inappropriately and in some cases that comes down to inexperience and a lack of proper understanding.

RP allows line managers to work with officers to address performance issues and the overall aim is that what happened is accepted, lessons are learnt and people can then move forward. This can speed up the process by preventing cases dragging on but also helps reduce mistakes being repeated. It also eliminates the need for punitive action for minor issues.

RP came into effect in February 2020 so in the world of misconduct it is still a relatively new thing and it will take time for sergeants and line managers to fully understand how it works and become truly comfortable with it.

But, in the main, it is being used positively as the organisation moves towards a learning model. And clearly people are learning and much more willing to challenge and report any inappropriate behaviour.

Nevertheless, conduct trained officials and workplace representatives have been kept busy and similar themes continue to cause issues:

- Discriminatory conduct – which is dealt with severely under the new conduct regulations
- Social media – all officers should be aware that nothing is private, particularly in the case of WhatsApp groups with other officers where there is a positive obligation to report and challenge inappropriate behaviour
- Accessing Force systems without lawful and/or policing purpose. Breaching this code can lead to criminal investigation and is very much career-threatening
- Inappropriate relationships.

Our members have to be alive to the fact that what might have been seen as acceptable many years ago is absolutely not acceptable today. And moving forward, we are going to see a marked change in the attitudes of the very, very small number of officers whose behaviour falls below the standards that are expected.

What we can't do is fall into the trap of tarring every officer with the same brush because 99 per cent of our members do an absolutely fantastic job. We need to work on that one per cent who, for reasons best known to themselves, just don't get it and if they don't get it we don't want them working alongside us.

The Federation's Time Limits campaign is still ongoing but we are still making referrals to the Police and Crime Commissioner (PCC) although thankfully not that many. The Police Federation



George McDonnell.

wants a time limit to be set at 12 months from allegations being made which would fit in with PCC currently being given explanations when cases take longer than 12 months.

West Midlands Police's Professional Standards Department (PSD) has had a really big uplift and is now in a much better position.

Things are by no means perfect but they are improving. They have a lot of new staff who will take some time to bed in and get to grips with the regulations but then we can expect to see a significant increase in the number of cases dealt with in reasonable time lines and that will be beneficial to our members, members of the public and the Force.

West Midlands Police is the second biggest Force in the country but had one of the smallest PSDs which never made sense and thankfully that has now been addressed and the department is now getting up to speed.

The Police Federation and PSD have a common cause which is to address those who make mistakes and expect people to learn from them. We don't hit people with a misconduct stick but we do need to root out those who should not be issued with a warrant card and we have seen a number of examples of those across the country in the last 12 months.

Our relationship with both the Independent Office for Police Conduct and PSD is good and hopefully that will only continue to improve. We are comfortable with the disciplinary process and give it our endorsement.



Dave Hadley.

There has been a recent consultation which has included the continuing use of legally qualified chairs (LQC). We will ultimately resist any changes to the current system to maintain independence within the process.

Results suggest the system is fair and is working well both for police officers and the Force and if the chief constables try to bring it back into their ownership we will strongly oppose that because the process then becomes at risk of losing its impartiality and independence. If it can maintain those things it will serve everyone.

The Federation's conduct and performance committee had 10 members during 2022. Once again, a huge thank you to our committee who are nearly all working at full capacity as, without this help, we would very much struggle to give our members and colleagues the support, representation and service they deserve.

PLEASE REMEMBER:

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 Federation Conduct and Performance Liaison Officer (CAPLO) reps.

Your CAPLO rep will accompany you to any interview you are asked to attend as part of any inquiry and, if there is a criminal allegation, will arrange legal representation.



PERSONNEL AND EQUALITY

BY JON NOTT AND JULIE FLEMING, PERSONNEL AND EQUALITIES LEADS

Personnel and equality covers a wide range of key topics including the internal grievance procedure, employment tribunals, ill-health retirement and flexible working agreements.

CLIFF TOMKINSON

Cliff Tomkinson retired last year after a number of years as personnel and equality lead and it is important that we all recognise and thank him for the work he did in that role.

Cliff worked hard to progress matters for the betterment of all our members and bring about significant improvements to the personnel and quality processes within the Force.

One of his major achievements was reducing the time frame of the ill-health retirement process which could take as long as two years to complete but is now down to between six and nine months which is so much better for everyone concerned.

2022 COMMONWEALTH GAMES

One of the biggest challenges of 2022 was the Commonwealth Games which had a massive impact on pretty much everyone across the Force.

Members' rotas and shift patterns were changed regardless of whether they had flexible working agreements, were part-time or full-time or were directly involved with the security operation.

We had to manage that and liaise with the Force while at the same time understanding and recognising the unique demands it faced as a result of the Games and trying to balance that against the individual needs of our members.

We carried out a lot of work alongside the Force to make sure the needs of both sides were met because we had many part-time officers working well in excess of full-time

hours and flexible working agreements were changed around for that summer period.

It was difficult and challenging at times but we came out the other side although we are still feeling the knock-on effects because of the cancellations and restrictions on leave throughout the entire five-week period of the Games.

This meant members had less time to get away with their families, particularly over the second half of the school holidays when everyone was effectively trying to get their annual leave within three weeks instead of the usual six weeks and that became impossible to accommodate.

We think we did well when it came to getting the best possible outcome for our members in what was a very challenging situation.

ILL-HEALTH RETIREMENT

We have seen an increase in the number of members contacting us to discuss their eligibility for ill-health retirement and starting to go through the process.

It remains to be seen whether that increase is down to changes in police pensions or people just having a different outlook on their lives and careers but more experienced officers are now looking at leaving the Force under ill-health retirement.

We support the members through this - and it can be quite a daunting and lengthy medical process - by helping them put their case to the medical board.

It is important that people going through that process have a point of contact to discuss and talk through their case with and to strive to ensure the best outcome for them.

GRIEVANCES

The Police Federation is here to represent its members throughout any grievance procedures and offer support and advice in cases where they have taken a stand against what they feel is inappropriate or incorrect behaviour within the Force.

It is important that members contact us as soon as possible in the event of a grievance issue because the earlier we are involved the easier it is for us to help support them through that process because if they leave it late it is difficult for us to catch up on the work that has invariably already been done.

Taking a grievance against an employer is a big step and can be quite daunting, especially if it involves calling out a supervisor or work colleagues for their behaviour.

We will help by talking them through the process and again by being that all-important point of contact.

EMPLOYMENT TRIBUNALS

We support members through employment tribunals and are also able to explore legal funding if it's deemed appropriate.

Employment tribunals can be a formal court process and the most important aspects for us to highlight are the time lines within that which is three months less a day from the last qualifying act.

Again, this means urging people to get in touch with us as soon as they can so we have the time to refer it into our in-house legal team and get a steer on whether there is merit in the case. If they miss the deadline then it is excluded.

Any member who feels they have been mistreated or not treated correctly within the workplace should contact their local Fed rep as soon as possible so we can start to explore the process around that.

The Police Federation of England and Wales employs a team of in-house solicitors which is based at Federation House in Leatherhead.

Our branch secretary Tim Rogers argued a business case and since early 2022 we have had our own in-house solicitor who has wide-ranging experience in employment law and HR.

Reyhana Koser is based at the West Midlands Police Federation office Guardians House and provides employment legal advice across all four branches in the Federation's Region 3 – Staffordshire, Warwickshire, West Mercia and West Midlands.

It is fantastic for our members because it means we have a much closer working relationship with the legal team which has enhanced our ability to get advice on the spot which has made our lives easier as reps and improved the support and services we can provide for the officers we represent.

LOOKING AHEAD

Our new Chief Constable Craig Guildford took over towards the end of 2022 and has very quickly introduced a programme of quite significant changes to the way the Force is run.

We are trying to work closely with him and his team to ensure that, while all those changes are being implemented, our members' rights around flexible working and so on are considered and that they are looked after within all of that.

We should also place on record our thanks to the previous Chief, Sir David Thompson, for the work he did and the improvements he made to some of the processes when he was here.



HEALTH AND SAFETY

**BY DEANO WALKER, SECRETARY OF THE WEST MIDLANDS
POLICE FEDERATION HEALTH AND SAFETY COMMITTEE**

From a health and safety perspective, 2022 could be summed up as a year of re-education and re-adjustment in the aftermath of the coronavirus pandemic.

Getting back to good health and safety practices and making sure we are on the same page has proved challenging on many levels.

The pandemic is over now but we are still feeling the impact today and it is important that we get back to the responsibilities we had before.

That includes firearms testing, fire evacuation drills, quarterly health and safety walk-throughs and buildings maintenance.

These were all things that were put on hold or certainly scaled back during the pandemic but it is essential that we get back into the routine of fulfilling these extremely important checks.

I went full-time as health and safety lead in May 2022 and have covered thousands of miles visiting stations. West Midlands Police occupies more than 70 buildings and obviously has responsibility for the health and safety within those sites.

I have done my best to get to as many of those buildings as I can to educate and re-educate police officers and staff who are responsible for health and safety.

I found that a lot of the roles that people had been given have changed when it comes to health and safety. Some of them take the bull by the horns and are really proactive with it but others have a far more relaxed approach.

The Police Federation is not here to carry out inspections or criticise, its role is to help, advise and point people in the right direction to ensure the buildings they work in are safe.

And if police officers are not getting the help they need from the Force, it is my job to ask questions on their behalf, to make sure they are receiving the proper health and safety training and are provided with any resources they might need to carry out those roles effectively.

One of the biggest challenges I have faced is getting home the message that health and safety is everyone's business.

If someone sees a fault, a problem or a hazard it is their duty - in fact it's the law - to report it and make sure it gets sorted out.

A lot of the issues we come across are often down to individual officers. We have found out-of-date food left in fridges and kit bags, stab vests and PAVA canisters left lying around instead of being put away in lockers or properly stored.

Another impact of the pandemic that was perhaps unforeseen is a shortage of personal protective equipment (PPE) and uniform in general.

Over the past 12 months we have tried to work with the Force around stab vests, trousers and boots.

We have had a huge problem with officers using out-of-date stab vests. I recently visited a police station and found five stab vests which were 20-years-old.

After the uniform and equipment meeting in December 2022, the Chief Constable sent out a message making it clear officers should not wear out-of-



Deano Walker.

date uniform, wear out-of-date stab vests or share stab vests.

There is an international shortage of the materials used in the manufacture of stab vests and that has led to officers sharing them and that should not happen. Stab vests are fitted for each individual officer it is issued to and will not give the full protection it is designed to if it is worn by someone else.

One problem we face is that a lot of the manufacturers scaled back or stopped production during the years we weren't recruiting because the demand wasn't there. All of a sudden we have an increase of 20,000 police officers and so there are shortages of uniform items and PPE.

Obviously, that isn't the Force's fault but the health and safety rules still apply.

We have also had issues with Force-issued boots for use by public order trained officers which were causing injury and discomfort.

I have been gathering evidence to show they are not fit for purpose so it is important for all officers to report any 'near-misses' or injuries caused by these new boots.

Members can go on the e-safety portal to report any problems and that will come to me

and the more evidence I get, the more I can go to the Force to highlight the issue.

I am also looking to get all officers on public order duty to be issued with bump caps. The foldable baseball caps that are often worn offer no protection whatsoever so I am trying to get caps with an inner lining that does give some protection.

I am looking for any instances of head injuries caused by falling objects during football duties, public order situations or public order training so again it is down to individual officers to report near-misses.

Officers tend not to report near-misses but they are hugely significant. They provide me with the evidence I need to go to the Force and say we need more stab vests, we need bump caps, we need better boots.

All this can be reported by members on the e-safety portal and anyone who has any health and safety concerns can contact me by email.

Membership of the Federation's Health and Safety Committee was as follows: chair – Lee Haywood, secretary – Deano Walker, deputy chair – Jason Dooley, deputy secretary – Simon Wheeler, members: Lorayne Brown, Mick Woods, Suky Bagri, Andrea Forrester, Patrick McBrearty (became chair during 2023) and Ash Forster.

THE HEALTH AND SAFETY AT WORK ACT

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 expose 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.



LEGAL SCHEME

West Midlands Police Federation funds legal expense insurance for all its subscribing members.

The branch is one of only two in the country to do so. It has been a great success with many of our members benefiting from the cover provided by LIM. If you are not aware of this scheme, please take a little time to read the policy details on our website. It could well save members money directly as it includes uninsured loss recovery in relation to motor insurance for the member, their spouse or partner and any children living with them.

This cover (often referred to as 'legal cover' or 'P I cover' in motor insurance quotes), is not required for any subscribing Federation member as they all have it within the scheme benefits. During 2022, the scheme received more than 150 claims and made pay-outs totalling more than £187,000.

We have funded all our members since 2015 and during this period the scheme has paid £1,368,000 in legal costs to support both serving officers and their families in many types of legal disputes.

Claims ranged from motor insurance defence, family consumer disputes, family personal injury, and family criminal prosecution defence and disciplinary hearings. The Legal Helpline receives on average 46 calls per month from West Midlands members with the average call length being 20 to 30 minutes.

For the last four years, members have had access to an online legal document service which provides templates to help in a range of disputes from gaining access to a neighbouring property to complaining about lost luggage.

GROUP INSURANCE SCHEME

More than 9,200 serving and retired officers and staff of West Midlands Police Federation are covered under the Group Insurance Scheme.

| Group life claim values | | | | | | | | |
|-------------------------|-----------------|---------|--------|--------------------------|----------------------------|----------------------------------|---------------------------------|-------------|
| 2022 | Serving officer | Partner | Child | Retired officer under 65 | Retired officer aged 65-69 | Retired officer partner under 65 | Retired officer partner 65 - 69 | GRAND TOTAL |
| Number of claims | 6 | 0 | 1 | 5 | 5 | 3 | 2 | 22 |
| Amount paid | £780,000 | £0 | £3,000 | £275,000 | £37,500 | £82,500 | £15,000 | £1,193,000 |

| Critical illness claims | | | | | |
|-------------------------|-----------------|---------|------------|--------------|-------------|
| 2022 | Serving officer | Partner | Child | Staff member | GRAND TOTAL |
| Number of claims | 19 | 1 | 6 | 1 | 27 |
| Amount paid | £285,000 | £15,000 | £18,000.00 | £15,000.00 | £333,000.00 |

*Figures based on claims received between 1 January 2022 and 31 December 2022

| Personal accident | | |
|-------------------|------------------|------------|
| Year | Number of claims | TOTAL PAID |
| 2021 | 65 | £17,602.58 |
| 2022 | 89 | £19,494.65 |

| Regulation 28 | | |
|---------------|------------------|------------|
| Year | Number of claims | TOTAL PAID |
| 2021 | 50 | £95,194.40 |
| 2022 | 31 | £78,895.85 |

TRAVEL

During 2022, there were 247 claims under the travel insurance in the calendar year 2022, with a total of £206,702.17 paid out.

This compared with 65 claims in 2021 and pay-outs totalling just under £57,000.

GP CARE ON DEMAND

A total of 762 cases (566 during 2021) were handled through the GP Care on Demand service during 2022, up from 568 in 2021.

In addition, the Best Doctors service, offering expert second opinion, handled 26 cases, with five resulting in a major change in diagnosis and treatment and one leading to a minor change in diagnosis and treatment.

RAC

There were 1,878 claims under the breakdown cover during 2022, with 242 recoveries and a patrol fix rate of 83 per cent.

The previous year there were 1,735 claims and 211 recoveries.

MOBILE PHONE AND GADGET CLAIMS

During 2022, there were a total of 336 claims, with a total of £63,000 paid out. Nine claims were pending at year end.

The previous year there were 360 claims, with a pay-out value of £70,461,93.

ADVICE

Your Federation offered members FREE advice and expert support on a wide range of issues during 2022.

POLICE REGULATIONS

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

You can contact Gary if you have any queries on **0121 752 4900** or email him on **GNuttall@westmids.polfed.org**.

MORTGAGES

Free mortgage advice was given to members in person or via a video call.

One provider spoke to around 372 clients and wrote 356 cases. Some just wanted advice or had general enquiries.

FAMILY LAW

Family law surgeries were held face to face and via video calls.

Gorvins saw or spoke to a total of 21 people during 2022 with several meetings being held at the West Midlands Police Federation office Guardians House.

PLANNING FOR RETIREMENT

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

We held 12 seminars, attended by a total of 219 officers.

FINANCIAL EDUCATION

We have retained the services of former branch secretary Steve Grange who, since his retirement, has been offering information to officers with regard to their pensions and how the changes implemented from April 2022 affect them personally.

Steve has retrained as a financial adviser and has taken the lead on the financial input at our monthly retirement seminars from June 2022. He is also available to help any officer with any financial matter.

MEMBER SERVICES

There were thousands of visits to our Member Services website pages. Members were able to access a wide range of offers, discounts and services.



OUR COMMUNICATION



TWITTER

Impressions:

738,000

Average
per month:

62,209

Followers:

4,499

up 155 or 3.5%

FACEBOOK

Reach:

201,450

This is the amount of people that West Midlands Police Federation posts reached during this period.

Profile visits:

11,692

Engagement:

18,076

(comments, likes etc)

New page likes: **106** 

WEBSITE

Total visits: **415,686** Number of news stories: **213**

| TOP FIVE PAGES | VIEWS |
|----------------------------------|---------------|
| Group insurance scheme documents | 14,933 |
| FAQs | 14,933 |
| Advice/regs – Annual leave | 14,236 |
| Group insurance | 13,093 |
| Travel insurance | 12,200 |

West Midlands Police Federation was allocated a budget of £392,000 for this year which matched the previous year's submission and in real term means we are now meeting our demands. The building ownership is now in excess of 20 years and a move for improvements has been made with the go ahead being given to replace the windows.

EXPENDITURE

As we enter the fifth year of the new accounting system with the Police Federation of England and Wales headquarters in Leatherhead, I'm pleased to inform members that the budget was adhered to.

We continue to support our membership with free legal cover which is designed for any off-duty incidents for which you may need a solicitor. Adding to this, we also have the Care on Demand service for medical reasons where you can't get to see or speak to your own doctor and may need attention. For both of these services, please contact your rep for further details.

The key areas the organisation concentrates on are:

Personnel: mainly wages.

Subsistence and travel: expenses for membership and representatives.

Training: with the recent elections and new workplace representatives we need to deliver the best service to represent members and need our reps to be up to date with legislation, health and safety guidance, personal welfare, and legal matters.

Office: to provide facilities for our membership to attend and discuss any concerns outside police premises with complete confidentiality.

Events: to provide mobile facilities for road shows and attending major incidents to help the membership.

Marketing and advertisements: when the need arises to provide up to date information. This is a key area with ongoing issues such as road policing. Legislation is due to be passed by Parliament for the protection of police drivers in several areas as an example and there are also developments around health and safety and changes to pensions to mention just a few ongoing issues.

IT: staying current with IT requirements.

There has been a recent investment in a state-of-the-art database in a central area rather than the old system of various databases spread throughout the country thereby expediting enquiries for the benefit of the membership.

Professional services: mainly legal to provide and represent the membership. The good work on the business plan has now enabled us to have our own regional solicitor so it's a great step in the right direction.

INCOME

Due to the budget being controlled centrally at Leatherhead, all subscriptions are sent directly to the Federation's headquarters so West Midlands Police Federation's only source of income is its budget which is reconciled monthly. To allow us to generate extra income, we are still providing Member Services through various insurance policies. The online services are declining as sometimes a better deal is found elsewhere (Amazon, Ebay, Ticketmaster etc).

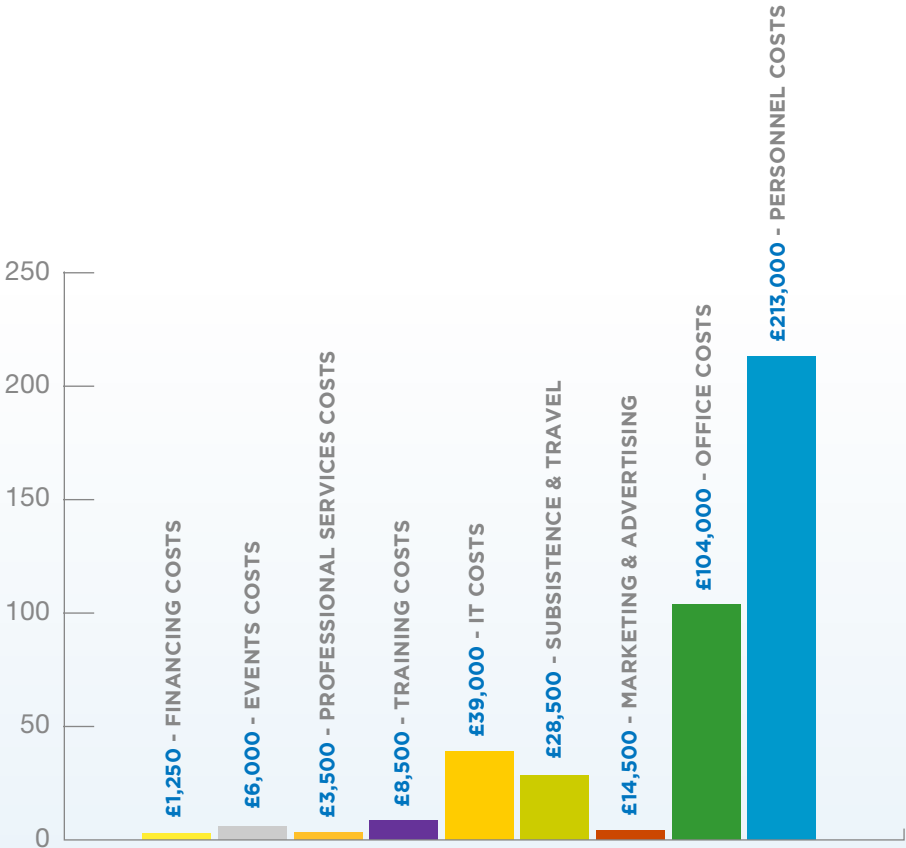
OVERALL

The balance sheet remains strong. The Federation Board believes that a strong balance sheet is essential to maintaining the long-term viability of the Federation branch. Investments in shares and bonds are held by professional fund managers and returns are measured against external benchmarks.

This year the investment market has picked up and we are seeing a slight increase in profit currently it's stable but still dependant on the world economy and current events in the Ukraine.

RESERVES

As mentioned, we are providing our membership two free services Care on Demand and legal off-duty cover. Of course, this comes at a price whereby we are using our reserve funds to give this free cover. Later this year it will be reviewed to see if we can justify the expenditure and are we are getting value for money as the provider seeks to increase the price.



A SNAPSHOT OF 2022

2022

JANUARY

West Midlands Police Sergeant Julie Harrison was awarded the British Empire Medal (BEM) in the New Year's Honours. An officer in Coventry for 25 years, she has led pioneering projects to tackle youth exploitation and violence against women.

The Federation branded as 'nonsensical' a decision by the Force to stop funding one-day Taser refresher courses for officers. Stechford based Sergeant Hannah Graham warned that a colleague could be seriously injured and said it felt the Force had lost touch with what was happening on the streets.

Branch chair Rich Cooke warned that the Government's recruitment programme would "not go far enough" to protect the public.

He called for "proper resourcing, infrastructure, equipment, training and support."



Julie Harrison.

FEBRUARY

Chief Constable Sir Dave Thompson announced his intention to retire after the Commonwealth Games in Birmingham.

The Police Federation backed calls for a multi-year funding settlement to better support policing rather than yearly announcements. It came after the Government revealed its financial commitment to policing for the forthcoming financial year was going up £1.1 billion from the previous 12-month period to a total of £16.9 bn.

The Federation joined with the National Police Chiefs' Council (NPCC) and other policing organisations in agreeing a commitment to address the causes of officer suicides. Branch chair Rich Cooke praised the work being done to reduce the stigma and improve awareness of mental health.



Former Chief Constable Chief Constable Sir Dave Thompson.

MARCH

West Midlands Police Federation won a victory after the Force agreed to provide Taser refresher courses to sergeants who meet the re-training criteria.

The change in policy came after the Force carried out a review of the number of officers who are qualified to use the equipment.

Sharon Johnson, who joined West Midlands Police on the Youth Training Scheme at 16 and enrolled as an officer aged 22 in 1994, reflected on the changes as she prepared to retire. As the youngest officer and only female, she had been expected to get into work early and make cups of tea for her colleagues. And she was required to deal with female prisoners and “any cases involving babies or children”. It was unheard of to have a female sergeant or inspector then. “It seems mad now looking back,” said Sharon.



APRIL

Steve Hartshorn, who took over as the new national chair of the Police Federation of England and Wales on 1 April, said he wanted “open and honest dialogue” with the Government. He said his priority would be to continue to push for improved pay.

Rich Cooke called the rising number of assaults against West Midlands officers an “absolute disgrace”.

Trainee detective Amelia Asquith urged her fellow student officers to seek support if they need it, after it was revealed that 5.4 per cent of West Midlands’ new recruits had quit before completing their probation period. “I’ve met people who have always dreamed of being in the Force but haven’t joined because of the pay,” added Amelia, whose father Phil is a superintendent.

Oscar Kilo, the National Police Wellbeing Service, introduced its 100th official OK9 wellbeing and trauma support dog in the UK, just days before its project won the national award. The West Midlands Police wellbeing dog, ‘Terrific Truffles’, is among the 100 to have become part of the OK9 scheme after it was launched a year previously.



Superintendent Phil Asquith & Amelia Asquith.

MAY

Rich Cooke told then Home Secretary Priti Patel to “put her money where her mouth is” when he confronted her over pay and conditions at the Federation’s annual national conference and was met with cheers and applause from delegates in Manchester.

Branch secretary Tim Rogers told conference of the importance of police drivers being ‘in ticket’ with their training if they are to benefit from the new protections under the Police, Crime, Sentencing and Courts Act. Under the act, police officers’ driving will no longer be assessed by the standards of the careful and competent member of the public but by those of their skilled and training colleagues.

West Midlands Police Federation member PC Chris McComisky was unveiled as the latest signing for the Force’s football unit after taking on the role as dedicated officer for Walsall FC.

West Midlands Police officers played a charity football match against Leicestershire Constabulary in memory of their former Chief Constable Simon Cole. The game raised money for the Care of Police Survivors (COPS) charity, of which Simon was a trustee.

JUNE

West Midlands Police officers PC Matt Evans and Sergeant Antony Ashton were awarded the Queen’s Police Medal (QPM) for their outstanding contributions to policing. Matt started Operation Share, a national network of more than 300 police officers, dedicated to tackling pickpocket gangs. In 2019, he witnessed a stabbing in the grounds of Royal London Hospital and despite having no protective equipment or help, he intervened to protect the victim and chased down the offender.

Rich Cooke questioned claims that tougher sentences are ineffective in reducing assaults on emergency services workers. It followed the publication of a report by the charity Transform Justice.

Nottinghamshire Chief Constable Craig Guildford was selected as the preferred candidate to succeed Sir David Thompson.

DC Mark Bates insisted he was “just doing my job” when he leapt into action to disarm and detain a knife-wielding thug outside school gates. Mark’s actions ensured he was put forward as West Midlands’ nominee for the national Police Bravery Awards in London.



Mark Bates with Kerry McMahan-White of sponsors Police Mutual and national Federation chair Steve Hartshorn.

JULY

Police pay remained “woeful,” according to Rich Cooke, despite the Government’s announcement of an average five per cent pay rise for officers.

West Midlands played a major role in the policing of the Commonwealth Games in Birmingham. The Federation ensured members had round-the-clock access to its services with reps on hand 24/7 and welfare vans.

DC Mark Bates, who tackled an individual who stabbed a man outside school gates, won a regional award at the 2022 Police Bravery Awards. Mark was accompanied to the ceremony by his wife Laura and also met then Home Secretary Priti Patel at 10 Downing Street.

AUGUST

Traffic officer Ian Cook, who launched an online community to help emergency service workers live healthier lifestyles said he was overwhelmed with the positive response.

He launched a Facebook page called Blue Light Lifestyle in June, after recognising the impact regular shift work can have on the diets of emergency service workers.

Rich Cooke said police had been “taken for mugs” over pay and called for a return to collective bargaining for officers. Rich said he had no faith in the Police Remuneration Review Body (PRRB) and advised the national Federation not to re-engage with it.

Branch members took part in the Police Unity Tour (PUT), an annual 180-mile bike ride that remembers police officers who have died in the line of duty. The event sees members of the police family come together to raise vital funds for Care of Police Survivors (COPS).



At the Commonwealth Games are Isaac (left) and Jon Nott, who led the Federation’s work around the Commonwealth Games, with former Chief Constable Sir David Thompson.

SEPTEMBER

PC Emad Choudhury, who is the West Midlands Police imam and faith lead, spoke at the National Police Memorial Day service in Belfast. He read from the Muslim Tradition during the service, which honoured fallen officers' commitment, bravery and sacrifice.

Police and Crime Commissioners (PCCs) put their name to a letter calling on the Government to establish an Elizabeth Medal for fallen police officers. The campaign was started by Bryn Hughes and Paul Bone, fathers of PCs Nicola Hughes and Fiona Bone, who were murdered by a gunman in Great Manchester in 2012.

After spending three years studying to be a minister at Bible College, John Butcher never thought life would lead him into chaplaincy with the Force. But 30 years after he first started working with the police, John has now retired after successfully growing the West Midlands chaplaincy team from just four to more than 150 volunteers across the region.



John Butcher.

OCTOBER

West Midlands Police Federation secretary Tim Rogers met with senior Labour politicians including shadow home secretary Yvette Cooper. Tim said the meeting gave both sides the opportunity to raise issues facing policing and how they could work together.

Sharon Johnson, the wife of former ACC Chris Johnson, raised almost £11,000 by running a marathon for Primrose Hospice, the charity which is supporting her husband with Motor Neurone Disease (MND).

Rich Cooke called for a tougher response to knife crime when he was interviewed on Jeremy Kyle's Talk TV breakfast show. Rich told the presenter that a more visible police presence may have prevented recent stabbings.

He said policing had to deliver a stronger response to street crime and also called for maximum sentences for those convicted of carrying a knife.



Former Chief Constable Sir David Thompson greets former ACC Chris Johnson and his wife, Sharon (right) at the Commonwealth Games.



Sharon Johnson.

NOVEMBER

“Cuts have consequences”, said Rich Cooke as Government figures revealed crime had risen in West Midlands by 22 per cent in the year to June 2022. He said the 368,000 crimes were sadly unsurprising.

Police and Crime Commissioners (PCCs) complained that new officer recruits were stuck in classrooms rather than out on the beat. They said the requirement for recruits to undertake three years of study (equivalent to a policing degree) would deter older recruits and the non-academically minded.

DECEMBER

West Midlands Police Federation health and safety lead Deano Walker called for a review of Force-issued boots which feature steel toe-caps, steel soles and built-in rigid metatarsal protectors. Officers complained they were uncomfortable and had caused serious foot pain, blistering and sores.

In one of his final acts as Chief Constable, Sir David Thompson presented an award to West Midlands Police Federation secretary Tim Rogers to acknowledge his outstanding efforts in bringing about a change in the law that will benefit police drivers.



Federation chair Rich Cooke got out and about to meet officers policing the Commonwealth Games.



Standard issue boots.

Supporting our members in everything we do



Photographs courtesy of West Midlands Police.

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