



West Midlands Police Federation

Here For You

Our work in 2020

Annual public value report

Supporting our members in everything we do



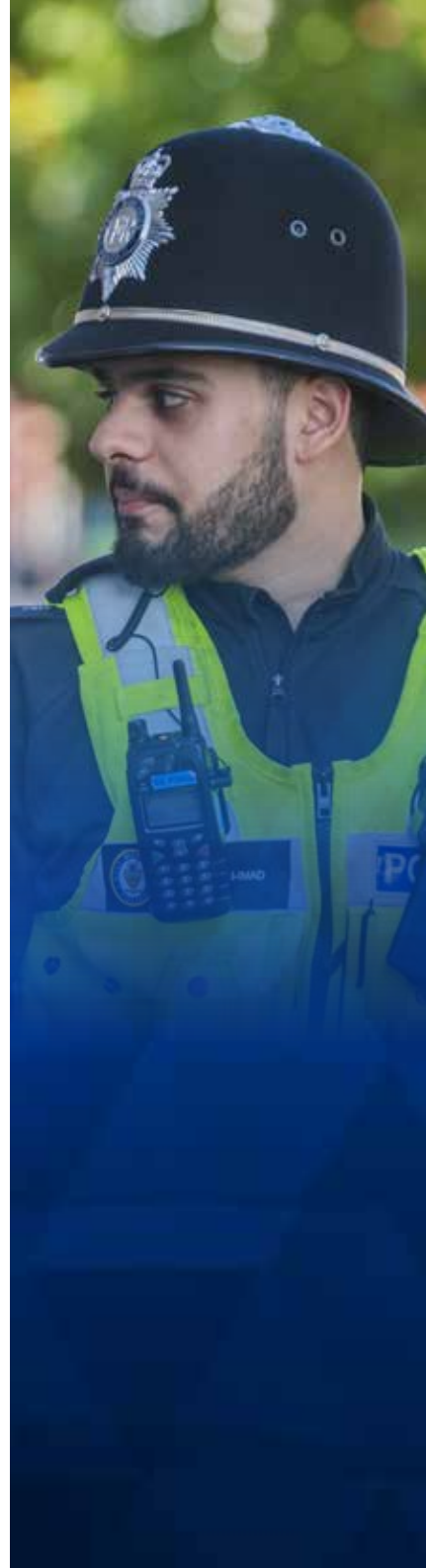
Here For You

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 2020. 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 2020.

I took over as branch chair in November 2019 so I only had about four months in post when the pandemic struck and life as we knew it was turned completely on its head.

The police service and individual officers rose to the challenge this national crisis presented, putting their own health at risk while continuing to serve the public, help uphold the various lockdown restrictions and protect the over-stretched NHS.

As a Federation, we have worked with the Force to help ensure officers had access to personal protective equipment (PPE) and also to make sure that office spaces were as Covid-safe as possible where people did not have the option of working from home.

Understandably the pandemic has affected the way we work, meetings have almost completely been online with us all adapting to the joys of video conferencing but in so many ways we have maintained a 'business as usual' approach.

In addition to providing help and advice on conduct, health and safety, equality and other issues, we have also ensured that we have promoted the wide range of wellbeing support that we can access for members – be that in a physical, mental or financial sense. Issues around the changes to the police pension

scheme continued throughout 2020, with a number of updates nationally but no firm solution as yet.

For my part, I set up our own Pensions Working Group to look at the full picture and this group launched a members' survey to find out officers' views on what action West Midlands Police Federation should take. We now await the final announcement from the Government as to the remedy to the discrimination found before giving further consideration to the results of the survey. We will keep members updated as this unfolds.

Other ongoing matters include our calls for tougher sentences for those who assault the police, which was brought into sharper focus by the number of individuals who have weaponised Covid-19 by spitting or coughing over officers while claiming to have the virus, and our campaign for time limits to be placed on conduct investigations. Long-drawn-out inquiries serve no one well.

I ended my introduction to last year's annual review by saying that 2019 could prove to be a turning point for the police service since the Government's plans to recruit 20,000 officers over a three-year period had just been announced.

Thankfully, despite the pandemic, we are progressing well with our recruitment and I would like to welcome all new recruits who joined during 2020. Their initial training may not have been quite the same as it would have been pre-Covid but they adapted and got on with it, showing the traits they need to make them effective police officers.



Secretary's summary


By Steve Grange

While 2020 presented challenges never seen in any of our lifetimes, there were also many issues that remained constant for police officers and therefore Federation members.

But, before moving on to these, it would be remiss of me not to put on record my thanks to all colleagues for the way in which they responded to the challenges the pandemic brought. Whether shifting from office to home working pretty much overnight or continuing to respond to incidents while, certainly in the first weeks of the crisis, being largely unaware of the extent of the risks they were facing, everyone has played their part.

As a Federation, and as the chair has mentioned, we have worked closely with the Force to try to protect members and I would like to thank our health and safety representatives for their efforts.

Despite the pandemic, the Force made good progress with the uplift programme. The Government announced plans to recruit 20,000 new officers across England and Wales over a three-year period in 2019.



Recruitment processes and training programmes had to be resurrected from a near standstill position as a result of the years of budget cuts but in the first year we managed to take on 357 officers who will slowly start to help share the load. By the end of 2020 we had 7,048 officers up from 6,691.

Officers acting as tutors are pivotal to the training of these new recruits and that is why we called on the Force to give them bonus payments to recognise the importance of their role and also encourage others to put themselves forward to take on these extra responsibilities.

Key to maintaining this level of recruitment, and retaining officers as they progress with their careers, will be ensuring that their pay reflects the unique nature of their role, the impact of a life in policing on their personal lives and the dangers they face in their role. In September officers received a 2.5 per cent pay rise but, along with the rest of the public sector, we have now been told there will be a pay freeze. The Federation has made its annual submission to the Police Remuneration Review Body (PRRB) and is seeking a three per cent inflation linked pay rise along with a bonus payment to recognise officers' role in the nation's response to the pandemic. We await the PRRB's recommendation to Government on this.

Early in 2021 the Government published its remedy to the discrimination found in the introduction of the 2015 police pension scheme. But while we awaited this information, I held meetings with members on this issue and will continue to talk to anyone who needs more information. More details can also be found on our website – polfed.org/westmids - and we will publish updates on the site as and when there are any developments.

Every three years the Police Federation holds elections for workplace representatives and these will be held this year so if you are interested in finding out more about how you could support and represent your colleagues please either talk to the current representatives, whose details can be found on our website, or the full-time officials.

In the summer I will be retiring from the Force after 30 years' service and six years as Federation secretary. I believe much has been achieved in that time including the provision of the Care on Demand service as part of the Group Insurance Scheme and off duty legal cover and I am sure my successor will build on the strong foundations we have in place.

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 and Dave Hadley, West Midlands Police Federation conduct and performance leads

The Force is making slow progress in embedding the culture of learning and development that was at the heart of the new conduct regulations introduced in February 2020.

But we still do not feel that Reflective Practice (RP) is used anywhere near as much as it could be perhaps because more training on the new regulations is needed for both managers and officers.

The new regulations give officers the chance to undertake RP with their line manager if their performance requires improvement. This enables a discussion to take place around how the issue can be avoided in the future. The overall aim is that what happened is accepted, lessons are learned and then people can move forward. It should eliminate the need for punitive action for minor issues.

As well as introducing RP, the new regs also introduced a higher threshold for disciplinary action meaning that conduct proceedings should only be triggered if the wrongdoing warrants at least a written warning. Low-level outcomes were removed.

The harsher outcomes would then be balanced by the fact that more officers would be diverted away from the conduct area and only more serious matters would be escalated.

Where RP has been used, members have benefited in terms of their matter having been dealt with expediently, saving them the stress of having to go through the misconduct process.

But, sadly, 2020 was the busiest on record in terms of the service of Regulation Notices and conduct proceedings.

Common themes causing issues include:

- 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' – this was a problem we had many years ago but we have seen more cases in relation to this recently too. Breaching this code can lead to criminal investigation and is very much career-threatening.

We continue to work with the Independent Office for Police Conduct (IOPC) and at present welcome what appears to be a more transparent, open and fair process. Though in its infancy, the IOPC seems to be making the right noises and is geared up to address the incredible lengths of time some of their investigations take.

But we did continue to experience some issues with our own Professional Standards Department around some of its decision-making and practices, something we will raise with the new department head Dave Twyford.

The pandemic has, of course, had an impact on the way in which we have worked with a large percentage of both investigators and officers under investigation agile working.

This has created its own logistical problems, however, we have adapted and managed well.

The Federation's conduct and performance committee has 10 members. 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.

A REMINDER:

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 Conduct and Performance Liaison Officer (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, will arrange legal representation.

Total cases finally assessed as misconduct	Officers			Staff		
	18/19	19/20	+/- (%)	18/19	19/20	+/- (%)
Hearing - special case	11	18	64%	-	-	-
Hearing	10	10	0%	7	10	43%
Meeting	20	17	-15%	2	6	200%
Management action - misconduct	26	39	50%	-	-	-
Total	67	84	25%	9	16	78%

Outcomes at misconduct meetings	Officers			Staff		
	18/19	19/20	+/- (%)	18/19	19/20	+/- (%)
Proceedings discontinued	1	1	0%	-	-	-
No action	4	3	-25%	-	-	-
Not proven	-	1	-	-	-	-
Management advice	3	3	0%	-	-	-
Written warning	8	5	-38%	1	5	400%
Final written warning	2	4	100%	-	-	-
Final written warning extension	-	-	-	1	1	0%
Total	18	17	-6%	2	6	200%

Outcomes at misconduct hearings	Officers			Staff		
	18/19	19/20	+/- (%)	18/19	19/20	+/- (%)
Proceedings discontinued	-	1	-	-	-	-
No action	1	-	-	-	-	-
Not proven	2	3	50%	1	-	-
Management advice	-	-	-	-	-	-
Written warning	-	-	-	-	-	-
Final written warning	1	-	-	5	6	20%
Final written warning extension	-	-	-	-	-	-
Dismissal with notice	-	-	-	-	-	-
Dismissal without notice	2	3	50%	-	-	-
Demotion (police staff only)	N/A	N/A	N/A	-	-	-
Total	6	7	17%	6	6	0%

Outcomes at special case hearings (officers only)	Officers		
	18/19	19/20	+/- (%)
Proceedings discontinued	-	-	-
Case dismissal	-	-	-
Return the case to the Appropriate Authority	-	-	-
Remitted back to hearing	-	-	-
Final written warning	1	1	0%
Final written warning extension	-	-	-
Dismissal with notice	-	-	-
Dismissal without notice	10	12	20%
Total	11	13	18%
Special case hearings held in private			3

Outcomes at criminal investigations	Officers			Staff		
	18/19	19/20	+/- (%)	18/19	19/20	+/- (%)
Discontinued	-	-	-	-	-	-
No evidence offered	-	-	-	-	-	-
Not guilty	-	4	-	-	-	-
Non conviction	-	-	-	-	-	-
Caution	-	-	-	-	-	-
Guilty	-	1	-	1	-	-
Total	-	5	-	1	-	-

Personnel and Equalities Committee

By Cliff Tomkinson, West Midlands Police Federation lead

The Personnel and Equalities Committee handles particularly confidential issues and can face some challenges in terms of managing members' expectations because what can be seen as unfair is not necessarily unlawful.

Members are also supported with legal advice and/or legal representation where applicable. West Midlands Police Federation has supported more than 200 civil claims for legal advice, 28 of which are in relation to Employment Law. All 28 were provided with the appropriate legal advice and support if necessary. I am concerned that in the last three years employment claims have doubled, with the biggest concern being the year on year increase in disability and race discrimination claims referred to the Federation. I persistently stress that civil claims can have very strict time limits and it is important to approach the Federation as soon as possible to ensure

a member's position is protected in law.

Within my role, I find that we have an emerging challenge with the Force and its inability to properly deal with discrimination issues. This is at odds with the communications it puts out, which officers find confusing and insulting. There is inconsistency around vetting and, from a Federation perspective, I feel we have to challenge where a suitable and reasonable outcome can be readily available.

Therefore, we are recruiting our own solicitor during the first half of 2021 and this individual will be in addition to what is currently offered. We feel this will place the positions of members at the forefront of considerations.

One key area of the committee's work involves flexible working. I have repeatedly stressed that officers seeking flexible working arrangements must consider not only their own

needs but also those of the Force when submitting their applications, and they should also highlight the benefits to both themselves and the organisation.

Officers should not be inflexible themselves and need to be prepared to compromise; this can be a critical area where some may fall down. Ultimately, if the Force refuses a request then it has to be justified. The more reasonable the request the more difficult it is to refuse.

I have been involved in the Force's 'Family Matters' events which are hosted around every six weeks. These are superbly organised within the Force by Neata Simpson and supported by ACC Claire Bell and DCI Jennifer Pearson. These events help provide support and advice to officers and staff with maternity, paternity and adoption considerations and the like. However, caring responsibilities have also been discussed and



supported and officers are able to use their "Keeping in Touch" days if preferred. Covid restrictions have not prevented the support being offered and these sessions remain well attended via an online platform.

Key themes that stem from this and regular requests to myself focus on:

- **Flexible working**
- **Maternity leave and pay**
- **Parental leave, and**
- **Part-time working.**

I would always suggest that officers planning to come back to work after family leave submit their applications to work flexibly at least three months before their scheduled return date. The more time given to consider the application, the

less stressful it will become when having to arrange childcare around any agreed shift pattern.

Timescales for the process are clearly set out in the application form, with any possible claims under equality legislation having to be made within three months minus a day. For that reason, it is important that if an officer thinks the refusal of an application is not justified, advice is taken from the Police Federation on the matter at the earliest opportunity.

I have also tried to signpost officers towards Parental Leave. This is very different for police officers in comparison to police staff because officers are entitled to have up to 90 days "unpaid leave" to use for childcare purposes up until the child's

18th birthday. Applications for this leave "should" be granted which means that short of there being an exigency of duty any request should be granted. The ultimate bonus for this is that it does not affect your annual leave entitlement (part-time working does) and you do not have to request to return to full-time hours when you no longer require it.

This worked perfectly for an officer who wanted to return following maternity but required one day off every 10 days for two years until the child was able to attend paid nursery. There was no requirement to submit a flexible working application, they retained their full allocated annual leave hours (as though full-time) and this was duly authorised by the head of department.



2020 was a good year for officers as from 1 September maternity and adoption leave increased to 26 weeks on full pay. This will make a big difference financially to officers and their families.

I have offered numerous amounts of advice and supported officers throughout the year with regard to maternity as this is very different for police officers in comparison to staff. Officers can receive Statutory Maternity Pay (SMP) but they are not subject to Statutory Maternity Leave (SML). Police officers within the regulations are subject to Police Maternity Leave (PML) and Police Maternity Pay (PMP).

This is unique to police officers and I always attempt to encourage police officers to advise the Force that they wish to take PML on the birth date of the child. Unlike staff, officers' PML and PMP cannot start earlier than the date that has been provided to the Force.

I supported an officer who gave birth prematurely. Staff regulations mean that SML and SMP would start the day after. This is not normally an issue. However, the child was particularly poorly in hospital and so the officer would have been using their leave and missing out on that natural and necessary bonding that takes place. Through support and recommendations, I was able to resolve the situation and the officer received 90 per cent of their wages for six weeks (SMP) then went to 26 weeks' full pay (PMP). So when the baby was

fit and well enough to leave the hospital, the officer had their full 26 weeks' full pay as would normally take place.

Hopefully, this highlights to expectant mothers how the Police Regulations can work to support them where they may be off sick (pregnancy-related) during the month before the due date or because of a premature birth.

Another focus during 2020 has been the grievance process and I have been calling on the Force to ensure these cases are handled in a more timely way. We were seeing cases dragging on for far too long with the Force failing to update officers or the Federation, which can cause untold stress for those involved.

Within the financial year of April 2019 to March 2020, 53 grievances were submitted. By autumn 2020, 16 of those were still unresolved. But, in addition to concerns about timeliness, I was also concerned that some officers who submitted grievances felt they had little alternative. Active engagement from the Force to consider informal resolution, or sometimes shifting position on a matter, would actually see the issues being resolved without having to go down the formal grievance process which would benefit both the Force and the individuals involved.

I am pleased to say that the Force recognised the issue and swiftly added extra staff to

specifically deal with the matters. The legacy grievances are now coming to a conclusion.

The length of delay has taken its toll on the officers affected. However, more recent grievances have progressed well and the outcomes far more objective in comparison so, as a Federation, we are seeing a vast improvement.

Throughout 2020, we have supported officers through the Regulation 28 process monthly. Deputy secretary Tim Rogers attended the pay panel to make representations on behalf of members, who had contacted a Federation rep for support and also others he was made aware of. Through the Group Insurance Scheme, the Federation has actively supported members who had been reduced to half pay.

Tim and I have also guided and supported members through the ill-health retirement process. It can be a difficult process to navigate and legally there is a high threshold to meet. I would always advise officers to obtain support because there are strict criteria to follow. Further, any potential medical appeals require Federation advice and support and are costly.

As the equality lead for West Midlands Police Federation, I have also supported reps with advice and training on equality matters.

Additionally, Tim and I have taken matters to the Benevolent Fund for support and also referred officers to the Federation Welfare Support Programme, Police Care and similar charities if applicable.

As Branch Board members, Tim and I have submitted requests or papers for funding and the like to support our members locally.

There is, of course, still work to do within the Federation in relation to equality. I would say that, even with the difficulties for all in the last 12 months, the strides taken in conjunction with the Force have been remarkable. However, we continue to move forward and build on the progress we have made.

Going forward, it is important that locally we build upon the positive direction in which we are heading. We will be updating the Federation website in terms of interpreting equality matters, providing details of updated legislation and regulations and also showing examples of case law to help members understand clearly. We will also further scrutinise Force policies as well as ensuring Equality Impact Assessments are available and fully support the diverse intention and make-up of our organisation and community.





Keeping a focus on officers' health and safety

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

At the start of the year, the Health and Safety Committee set out its priorities for the year and made sure these were in line with those of the branch chair and the Branch Council.

The priorities were drawn up in response to the areas that we know members were most concerned about namely officer assaults, safe staffing levels, safe working environments, officer wellbeing generally and support for student officers.

The committee also stressed the importance of Federation representatives carrying out regular walk-throughs within stations and offices, promoting the need to report near misses.

All these areas of work have gained even more significance since the pandemic started in March 2020. Committee members were exceptionally busy not only carrying out their usual health and safety responsibilities but also taking on the added workload created by Covid-19. They may not have been able to progress with some of the more proactive elements of their role but they have certainly remained committed to protecting the health and safety of all officers and staff.

We worked with the Force to ensure officers and staff had access to personal protective equipment (PPE) and also helped ensure that our buildings and offices were Covid-

compliant, carrying out risk assessments and offering advice, particularly in relation to smaller offices where social distancing would be difficult. With the uplift in officer numbers, we had to ensure that everyone at Tally Ho! was kept safe, helping introduce one-way systems, suitable signage and hand washing stations for those elements of training that could not be carried out from home.

We also worked with the Federation officials at Guardians House, where the Federation is based, to make sure they and their staff were safe and offered advice to make sure that between the lockdowns when people could attend the Federation's retirement seminars they were safe to do so.

One of the most shocking elements of the pandemic has been the way in which certain individuals have sought to weaponise Covid-19 by coughing or spitting over officers while claiming to have the virus and this has, of course, been a concern to the committee.

But, even without this, we appreciate that officers are coming into contact with multiple members of the public during a shift and this does put them at risk of contracting the virus or having to isolate when they are found to have been near to someone with Covid. This will, of course, have an impact on staffing levels.



Membership of the Federation's Health and Safety Committee is as follows:

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

The Health and Safety Committee would like to put on record their thanks to Giles Dean, the former committee chair who retired at the start of February 2021.

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 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

As you are all probably aware, West Midlands Police Federation is now funding, on your behalf, legal expense insurance for all its subscribing members.

We are one of only two forces 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 you money directly as it includes uninsured loss recovery in relation to motor insurance for you, your spouse partner and any children living with you. 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 you all have it within the scheme benefits.

Below is a brief outline of some of the instances where members and their families have benefited from the cover:

2020 claims		2020 claims	
Contract dispute - consumer	25	Probate	6
Disciplinary	21	Medical negligence	5
Personal injury	20	Motor ULR	5
Criminal prosecution defence	19	Other	4
Property	10	Data Protection	2
Employment	8	Education appeal	2
Motor prosecution defence	8	Debt recovery	1
Non-insured event	7	Landlord and tenant	1

The total amount reserved is currently £393,612.84, which is for claims that are continuing to be handled.

Since the scheme began in June 2015 a total of 661 claims have been received and £661,347.23 has been paid in respect of claims under the scheme. Of the monies paid, £175,914.89 related to disciplinary matters and £343,827.42 related to criminal prosecution defence claims. The support offered by LIM internally would be worth £248,574.30 but this is provided free to members under the scheme.

The Legal Helpline receives on average 40 calls per month from West Midlands 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 help 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 life assurance claims						
Year	Serving officer	Partner	Child	Retired officer	Retired officer partner	Grand total
2019	2	3	NA	3	1	9
2020	3*	0	0	11	4	18

*One additional life assurance claim

Group claim values						
Year	Serving officer	Partner	Child	Retired officer	Retired officer partner	Grand total
2019	£260,000	£195,000	NA	£117,500	£27,500	£600,000
2020	£360,000	0	0	£415,000	£110,000	£885,000

Critical insurance claims				
Year	Serving officer	Partner	Child	Grand total
2019	6	4	NA	10
2020	7	2	0	9

Critical insurance claims				
Year	Serving officer	Partner	Child	Grand total
2019	£81,000	£30,000	NA	£111,000
2020	£105,000	£15,000	NA	£120,000

Personal accident and Regulation 28		
	Claims	Value
Personal accident	57	£30,744.75
Regulation 28	20	£102,711.36

RAC

During 2020, there were 1,690 claims, 139 recoveries, with a patrol attendance rate of 93 per cent and a fix rate of 86 per cent.

Gadget

There were a total of 230 claims through 2020 with a total pay-out value of £67,297.99. Five claims were pending at year end.

Travel

There were 115 claims with a total of £69,371.66 being paid out.



Advice

Your Federation offered members FREE advice and expert support on a wide range of issues during 2020.

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.

- **Mortgage advice**
- **Free mortgage advice was given to members in person or via a video call**
- **Family law advice**
- **Family law surgeries were held in person or via video calls**
- **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 152 officers attended the seven seminars held at Guardians House during 2020.

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 200 officers attended a free financial surgery at Guardians House in 2020 or spoke to Caroline on the telephone.

Member Services

Due to the pandemic, we could not hold any Federation roadshows in 2020 but there were more than 6,000 visits to our Member Services website pages. Members saved hundreds of pounds when buying insurance through our providers.

Our communications

2.78
million

Impressions on
our Twitter feed

Page views

8,629

Group Insurance scheme

6,341

Member services

19,809

Advice and regulations



632
Tweets

The most popular website pages visited

✓ Vehicle deals

✓ Member services

✓ Group insurance

✓ Advice and regulations



279

News items

posted on
our website

2,295

page views on news items

132,000

people reached – up four per cent

460

new followers on our
Facebook page, 384 in 2019

92,573

engagements with our posts



Donations and sponsorship

During 2020 West Midlands Police Federation made the following donations and sponsorship contributions:

Month	Amount	Description
February	£1,000.00	Donation to family of a Cumbrian police officer following his death
July	£35.00	Flowers for a Federation staff member following a major operation
October	£80.00	Funeral flowers for officer re-joining West Midlands Police
	£400.00	Donation for the purchase of football shirts
December	£78.00	Hampers sent to two seriously ill officers
	£110.00	Donation to Queen Elizabeth Hospital Birmingham Charity, in lieu of funeral flowers for a West Midlands officer
Total	£1,703.00	

Our finances

West Midlands Police Federation was allocated a budget of £284,000 for the year, however, this was reduced to £278,000 due to the Covid-19 outbreak. This took into account the reduction in travel and accommodation costs as most business was conducted through Microsoft Teams.

In submitting our 2021 budget, we applied for a further £27,000 to meet our demands bringing it up to £305,000 and, at the time of compiling this report, the budget has been approved.

EXPENDITURE

As we enter into the third year of the new accounting system with Leatherhead, I'm pleased to inform members that the budget was adhered to and resulted in a slight overspend which was unforeseen due to Covid-19 restrictions forcing the purchase of additional materials, mainly cleaning and sanitising products and face coverings.

The key areas the organisation concentrates on are:

Personnel: mainly wages.

Subsistence and travel: expenses for membership and representatives.

Training: to deliver the best service to represent you, we 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 roadshows 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.

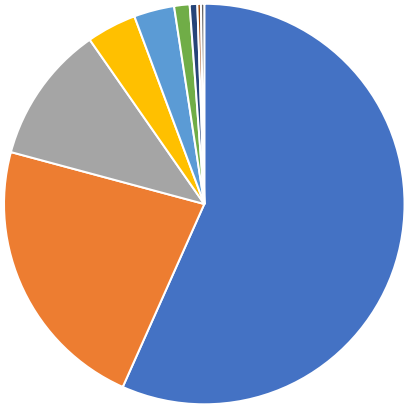
INCOME

Due to the budget being controlled centrally at the Police Federation of England and Wales in 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) This area is now under review to find a way to provide a better deal for members.

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 there has been a need to review due to Covid-19 as the investment market has taken a hit which has affected our investment although against the fall there was a rise towards the end of the year.



Budget headings	Spending
PERSONNEL COSTS	£159,286
OFFICE COSTS	£63,248
MARKETING & ADVERTISING	£31,287
SUBSISTENCE & TRAVEL	£11,291
IT COSTS	£9,161
TRAINING COSTS	£3,506
PROFESSIONAL SERVICES COSTS	£1,725
EVENTS COSTS	£799
FINANCING COSTS	£754

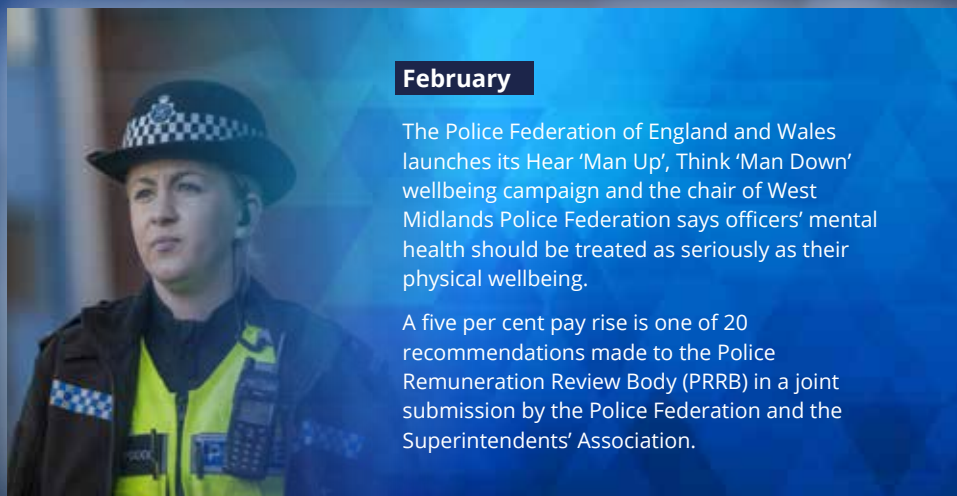
A snapshot of 2020



January

Police and Crime Commissioners (PCCs) are invited to bid for a share of ring-fenced funding to equip 10,000 more officers with Taser.

Tim Rogers, deputy secretary of West Midlands Police Federation and national Federation response and driver training lead, says he has met with Home Office officials to discuss the finer details of changes under the Police Powers and Protections Bill which will allow for police drivers' skills to be taken into account in law.



February

The Police Federation of England and Wales launches its Hear 'Man Up', Think 'Man Down' wellbeing campaign and the chair of West Midlands Police Federation says officers' mental health should be treated as seriously as their physical wellbeing.

A five per cent pay rise is one of 20 recommendations made to the Police Remuneration Review Body (PRRB) in a joint submission by the Police Federation and the Superintendents' Association.



March

A national lockdown is announced to stop the spread of coronavirus. This includes school closures but the Government confirms that children with at least one parent or carer who is a police officer can continue to attend school.


West Midlands Police Federation chair Jon Nott repeats pleas for the public to stay home and stick to the latest Government guidance on social distancing and large gatherings.



April

Jon Nott, chair of West Midlands Police Federation, welcomes harsher automatic sentences for those using Covid-19 as a weapon. The interim guidance comes after officers report being coughed and spat at by people claiming to have coronavirus.

The Federation cancels this year's annual national conference and postpones the Police Bravery Awards due to the pandemic.

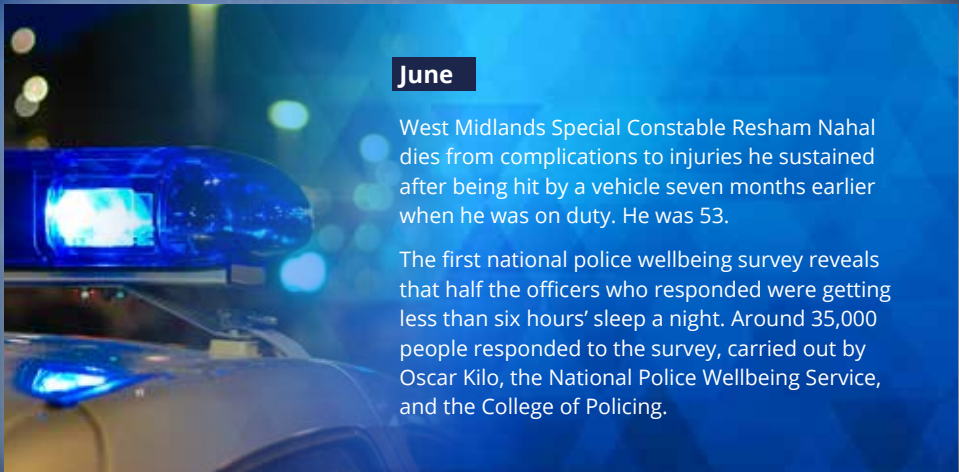




May

West Midlands Police Federation secretary Steve Grange welcomes the Force's progress in recruiting new officers as part of the Government's three-year pledge to boost officer numbers by 20,000 over a three-year period. Home Office figures show 3,005 of the 6,000 recruits expected to be taken on nationally in Year 1 have now been recruited and the Force was allocated 366 of these – the second highest allocation of the 43 forces in England and Wales.

The Home Secretary praises police officers for their 'extraordinary professionalism' and 'unwavering dedication' in meeting the challenges of policing during the coronavirus pandemic.



June

West Midlands Special Constable Resham Nahal dies from complications to injuries he sustained after being hit by a vehicle seven months earlier when he was on duty. He was 53.

The first national police wellbeing survey reveals that half the officers who responded were getting less than six hours' sleep a night. Around 35,000 people responded to the survey, carried out by Oscar Kilo, the National Police Wellbeing Service, and the College of Policing.



July

George McDonnell, West Midlands Police Federation's conduct lead, receives a Chief Constable's Award in recognition of his dedication to supporting members. George became the Conduct and Performance Lead Officer (CAPLO) in June 2019.

The 2.5 per cent pay award announced this month is a step in the right direction to get police officers' wages back where they need to be after years of below inflation salary increases, says West Midlands Police Federation chair Jon Nott.



August

PC Andrew Harper's widow, Lissie, launches a campaign for 'Harper's Law' to ensure those convicted of killing police officers and other emergency service workers face life in prison.

The newly-formed West Midlands Police Federation Pensions Working Group announces it will carry out a survey among members.

NATIONAL POLICE MEMORIAL

27th September 2020 at 3pm



September

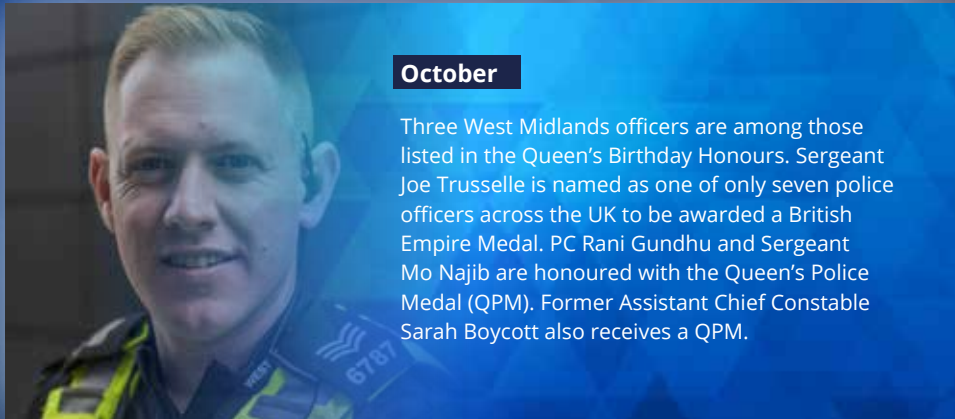
New legislation to double the sentence for assaulting a police officer is fast-tracked by the Government. The maximum prison sentence increases from 12 months to two years in a change in law that the national Police Federation has lobbied for extensively.

The shocking death of Metropolitan Police Sergeant Matt Ratana in an incident at a Croydon custody centre will be felt by everyone in the policing family, says Jon Nott, chair of West Midlands Police Federation.

A virtual service marks National Police Memorial Day. HRH The Prince of Wales and the Prime Minister pay tribute to fallen officers.

October

Three West Midlands officers are among those listed in the Queen's Birthday Honours. Sergeant Joe Trusselle is named as one of only seven police officers across the UK to be awarded a British Empire Medal. PC Rani Gundhu and Sergeant Mo Najib are honoured with the Queen's Police Medal (QPM). Former Assistant Chief Constable Sarah Boycott also receives a QPM.





Supporting our members in everything we do

November

West Midlands Police Federation Police Pension

West Midlands Police Federation (WMPF) has set up a Pensions Working Group to be informed as possible with regard to the pension changes that are to be introduced to remedy the discrimination caused by the transition to the career average pension scheme.

The aim of WMPF is that all officers should be able to return to their pension as their wish. We are providing a response to the Government's proposals to remedy for our members.

This survey will assist with this response and hopefully provide valuable feedback to further help with any queries. We are also aware that a number of officers have expressed their interest in whether WMPF should provide legal support in relation to bills that have arisen as a result of this action.

West Midlands Police Federation chair Jon Nott urges the public to adhere to the new national lockdown beginning on Thursday 5 November.

West Midlands Police Federation (WMPF) launches an online survey to find out if its members would like WMPF to pay the legal fees of those West Midlands members who signed up to the Leigh Day pension challenge.



December

The Force has published a new 10-point plan on officer and staff assaults. The new plan also extends to those who have been the victim of hate crimes.

A West Midlands Police officer who played a critical role in preparing the region to cope with the pandemic has been rewarded with the Queen's Police Medal (QPM). Detective Chief Inspector Jennifer Pearson spearheaded the transformation of an aircraft hangar at Birmingham Airport into a temporary mortuary, bringing in key people and contractors and ensuring the work was completed in good time and £5 million under budget.





POLICE

Thomas Bus City Airport

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Supporting our members in everything we do



Photographs courtesy of West Midlands Police.

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