

West Midlands Police Federation

Here For You Our Work in 2017

ANNUAL PUBLIC
VALUE REPORT



Supporting our members in everything we do



West Midlands Police Federation represents the interests of the Force's constables, sergeants, inspectors and chief inspectors. In addition to representing its members, it seeks to negotiate on their behalf and influence decision-makers, locally, regionally and nationally.

The Federation, its full-time officials and staff at Guardians House, the office in Sheldon, along with its 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. But it is also important that the Federation's services represent value for money for the members, for the Force and for the communities they serve.

This annual report outlines West Midlands Police Federation's work on members' behalf throughout 2017. It includes an overview of the advice offered, the representation given and the Federation's communication streams.

It also sums up the activities of its two key committees - Personnel and Equalities and Health and Safety - as well as its Conduct and Performance Liaison Officers (CaPLO).

However, it would be almost impossible to give an accurate account of all the time Federation representatives and staff spent 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 course of the year.

The Federation also 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. Details of these are also given in this report.

Supporting our members in everything we do



Chair's Foreword



Welcome to Here For You, West Midlands Police Federation's annual public value report for 2017.

The Police Federation, through its team of full-time officials, staff, workplace representatives and Member Service partners, is committed to representing and supporting members with a focus on officer welfare.

It is therefore fitting at a time when officers are under considerable pressure, due to the Government's cuts programme and increased demand, that the Federation has ensured their physical and mental wellbeing has been brought to the fore.

During 2017, West Midlands Police Federation played a leading role in bringing attention to the national Federation's Protect the Protectors campaign highlighting the shocking number of assaults on police officers and other emergency service workers. The campaign called for better protection in law, tougher sentences and improved protective equipment. We took our own injured officers to Parliament to talk to MPs about the effects of these attacks and, with the Federation's national conference being held in Birmingham for the first time in May 2017, our own PC Mike Bruce gave a hard-hitting account of his experience of being a victim of an assault.

It was heartening that these accounts did not appear to fall on deaf ears with Labour MPs Holly Lynch and Chris Bryant taking up the cause and a Private Members' Bill - the Assaults on Emergency Workers (Offences) Bill - attracted cross-party support as it made its way through the House of Commons in the autumn. It will introduce a new offence of assaulting an emergency worker, updated sentencing guidance and powers to take bodily samples from suspects. It is expected to become law in 2018.

But, while concerns about officers' physical wellbeing attracted attention during 2017, I am pleased it was also the year that their mental health was also up for discussion, building on the increased awareness of the levels of stress within the police service that had come to the fore the previous year.

The Federation's health and safety leaders have drafted a nine-point plan on officer stress and wellbeing that is now being rolled out nationwide and this is something I hope will soon be taken up in Force.

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

Tom Cuddeford

Chair

West Midlands Police Federation





I would like to start by continuing with the theme of the chair's introduction to this report - officer wellbeing.

Almost one third of officers reporting in sick are now citing stress as the cause of their illness. This is quite alarming and is something that we, as a Federation, are trying to address with the Force but, of course, it is not just an issue here in the West Midlands and our colleagues in Federation branches across England and Wales are reporting similar concerns.

The root of the problem, I believe, is the pressure brought to bear on officers as they struggle to do more with less. The Government's cuts programme has meant forces have had to reduce officer numbers but, sadly, there has been no corresponding decline in demand. In fact, we have seen an increase in traditional crimes, coupled with a surge in offences, such as cyber-crime and human trafficking, and the increased threat of terrorism.

Our officers, who joined the police service to serve and protect their communities, are feeling the strain when they can no longer perform their duties to the standard they – and the public – expect. But, of course, when they are forced to take sick leave, they leave their colleagues under more pressure as there are then even fewer of them to go around.

While my primary focus is on the welfare of members of West Midlands Police Federation, I also sit on the national Police Pensions Board as one of four member representatives to ensure Federated rank members' interests are represented. As I mentioned in my foreword to last year's annual report, auto-enrolment has been discussed by the pensions board during 2017. I am pleased to report that this has been postponed for a couple of years and, when it is implemented, it is hoped those who wish to remain opted out will be able to do so without seeing any adverse impact in their salary. We will keep you informed through our usual communication channels – the Federation magazine, ezine, website and social media.

In addition, I have also continued to play a key role in the national Police Federation Change Board (PFCB). As a board, we have driven forward the Federation's reform programme, working through the recommendations from Sir David Normington's independent review. At the end of 2017, we reached the critical stage of seeing new regulations passing through Parliament. These regulations enabled us to start an election process that will herald a complete overhaul of the Federation from bottom to top.

The review has also required a change in the way we are funded, meaning we have had to reduce our costs, leading to a reduction in staff at Guardians House and more of our services being centralised. But it is pleasing to see we have maintained our levels of service to members without a requirement to increase our subscriptions for yet another year; the last time we increased our subs was January 2011.

As an aside, it is also worth noting the recommendations from the Normington review also led to the Police Federation's national conference moving to Birmingham in 2017. The review called for the conference to be slimmed down in terms of the numbers attending and the duration of the event and, in considering those factors, it was also decided to re-locate to a more central venue. It seemed to be a popular choice – though the discovery of an unexploded bomb from the Second World War near the Aston Expressway on the day before the conference did cause some travel issues. Nevertheless, the conference returns to the ICC this May.

Steve Grange
Secretary

West Midlands Police Federation





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

West Midlands Police Federation has seven full-time executive officers based at Guardians House in Sheldon. They act on members' behalf in dealings with the Force and in discussions around regulations, policies and procedures, locally and nationally. Each of these full-time officials 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 56 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.

Three representatives from our region, which also includes the Staffordshire, Warwickshire and West Mercia branches, sit on the Police Federation of England and Wales (PFEW) 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 organised elections for representatives from February through to May 2018. Vacancies may still arise during the year so 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.

*Supporting our members
in everything we do*



2017 has been a real challenge for both the Federation in terms of growing demand and the organisation with regard to a shrinking workforce facing increased pressure.

Peaking at 800 staff sick in a single day, an average of 60 officers per month were facing the prospect of half or no pay due to absence of 26 weeks at a cost around £1 million per month in wages alone. This makes it is easy to see why the Force needed to prioritise health management. We pushed hard for this throughout 2017 and, albeit slowly, there has been an improvement.

Having a committee that will be fit for purpose moving forward is essential in making the Force fulfil its obligation to support absent and present staff making it easier for us to offer appropriate support to those who most need it.

Ill-health retirements

With an aging workforce, the decision to apply for ill-health retirement is one that has increased from levels seen in 2016. Despite the new measures put in place as a result of our previous submissions, there are still examples of delays.

One issue is the availability of Selected Medical Practitioners (SMP). This is not an issue exclusive to the West Midlands but one that, on current form, is in need of urgent attention. We have evidenced poor practice, poor quality in reporting and, in some situations, the missing of key medical information for the purpose of making critical career changing-decision for our members.

In 2017, we:

- Guided 97 officers through the ill-health retirement process
- Helped 24 officers applying for injury awards
- Supported 27 officers appealing decisions of the SMP or IHR or injury banding.

Resolutions

2017, as a result of our submissions, saw a change in the Resolution Policy, significantly this is now known - as most would recognise it - as Grievance Policy. Some potential issues remain but, hopefully, officers will have a more consistent method of raising legitimate concerns.

These are, alas, on the increase. We have made real efforts to support more of the people involved in these issues. We have found supervision under strain attempting to deliver the undeliverable, then expected to deal with health including mental health when not equipped to do so thus leaving themselves and the organisation vulnerable. To this end, the Federation is supporting the complainant and the subject in more cases than ever.

- The Federation supported 68 officers through resolutions and 23 officers subject of the same.





Half pay - Regulation 28

During 2017, nearly 500 officers faced the prospect of half or no pay due to long-term sickness.

The issue of pay discretion has been raised. Our submission is that the Force is inconsistent and is discriminating on the basis of disability. There is disparity between officers in the IHR process with some supported on full pay yet others on half in similar circumstances. We have test cases ready to go to Employment Tribunal (ET) but see this as a last resort and hope the Force will address this important issue.

The cost to Force in long-term absence in 2017 was around £16 million. This is made up of wages alone and takes no account for MRTW re-training, re-deployment, back filling and so on.

- The Federation helped around 500 officers facing the prospect of no pay, giving advice on benefits and financial planning and access to Group Insurance Scheme payments.

Restricted officer surgeries

We have continued to run officer surgeries and have expanded these advice sessions to include officers who feel they have been discriminated against through protected characteristics. We have supported and sought legal assistance for 53 officers in this regard and helped them through the ACAS conciliation process.

Tim Rogers
Deputy Secretary
West Midlands Police Federation





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

The Health, Safety and Welfare Committee has continued to make good ground with its efforts to protect members' health, safety and welfare and a great deal has been achieved just through telephone conversations and email exchanges with relevant staff.

There are only a relatively small number of officers on the committee but they are committed to doing their best for officers and they have worked hard to build up effective working relationships with officers, police staff and other relevant stakeholders.

That said, the committee members would welcome new representatives who want to join them and will arrange suitable training for anyone who joins so that they can properly support the membership.

Here are a just a few examples of the committee's work during 2017.

Spit guards

The Federation has long been calling on the Force to issue spit guards to officers.

As a result of a comprehensive risk assessment and report submitted by the Federation, which included medical evidence and fact and figures showing the number of times officers were spat at, the Force has now issued the guards to all front-line officers.

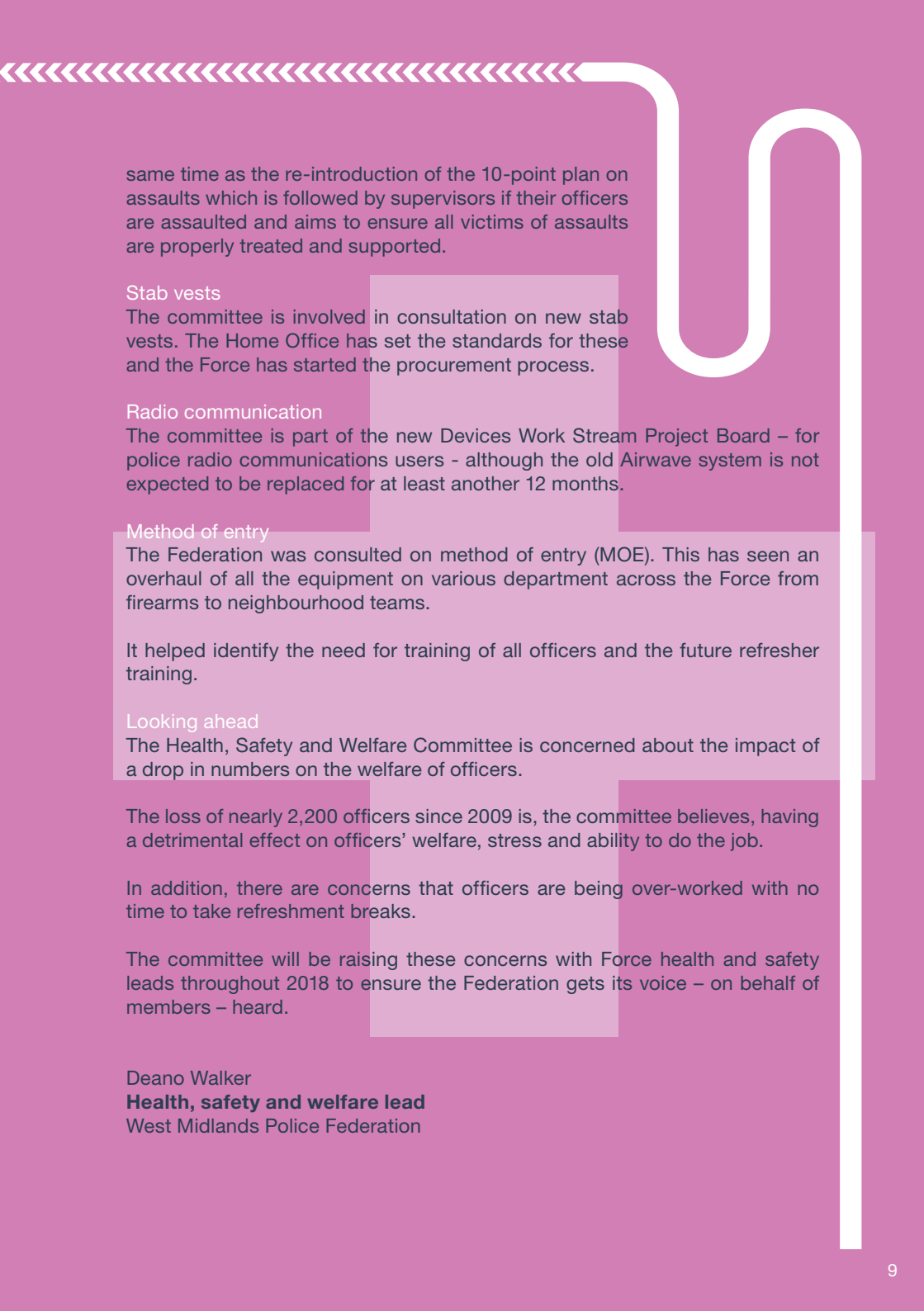
The fact that the guards were used 40 times in the first 50 days of them being available illustrates the need for this protective kit.

Assaults

The Force Assaults Working Group was set up to try to identify how and why officers were assaulted so that, in turn, attempts could be made to reduce these attacks.

The committee was involved with the group and the Force, at the Federation's suggestion, put together an assaults questionnaire. This is sent out to all officers assaulted on duty to give them an opportunity to identify any learning that could be put in place as a result of them being assaulted. It was launched late in 2017 at the





same time as the re-introduction of the 10-point plan on assaults which is followed by supervisors if their officers are assaulted and aims to ensure all victims of assaults are properly treated and supported.

Stab vests

The committee is involved in consultation on new stab vests. The Home Office has set the standards for these and the Force has started the procurement process.

Radio communication

The committee is part of the new Devices Work Stream Project Board – for police radio communications users - although the old Airwave system is not expected to be replaced for at least another 12 months.

Method of entry

The Federation was consulted on method of entry (MOE). This has seen an overhaul of all the equipment on various department across the Force from firearms to neighbourhood teams.

It helped identify the need for training of all officers and the future refresher training.

Looking ahead

The Health, Safety and Welfare Committee is concerned about the impact of a drop in numbers on the welfare of officers.

The loss of nearly 2,200 officers since 2009 is, the committee believes, having a detrimental effect on officers' welfare, stress and ability to do the job.

In addition, there are concerns that officers are being over-worked with no time to take refreshment breaks.

The committee will be raising these concerns with Force health and safety leads throughout 2018 to ensure the Federation gets its voice – on behalf of members – heard.

Deano Walker

Health, safety and welfare lead

West Midlands Police Federation

Conduct and Performance Liaison Officers (CaPLO)



Formerly known as The Discipline Committee

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

If you are served with a Regulation Notice advising there is an investigation into your actions, you should sign the document to accept service but say nothing else until you have contacted one of the CaPLO trained representatives. Your CaPLO will accompany you if are interviewed. If the matter relates to criminal allegation, they will arrange suitable legal representation. The Federation operates a call-out rota so members can contact a trained discipline representative 24/7 throughout the year. The committee meets once a month to discuss regulatory changes, themes and trends.

An overview of our work in 2017:

CaPLO

Full-time representatives	2
Work-based representatives	13

Hearings

13 special case hearings	
Officers dismissed	13

8 misconduct hearings

No further action, not proven, learning	3
Misconduct proven, outcome no further action	1
Final written warning	1
Dismissed	2

26 misconduct meetings

No further action, not proven, learning	9
Misconduct proven, outcome no further action	1
Management advice	10
Written warning	1
Final written warning	5



From a **sample of 90** 2017 finalised conduct and performance investigations:

No further action, not proven, learning	38
Management action	13
Management advice	3
Written warning	1
Final written warning	4
Dismissed	7
Other (witness statement request and so on)	24

IPCC

Of the above sample of 90 conduct and performance investigations, **18** of these were carried out by the Independent Police Complaints Commission (IPCC) which is now the Independent Office for Police Conduct.

Of these 18 investigations:

No further action, not proven, learning	12
Management advice	1
Other (witness statement request and so on)	5

Professional Standards Department (PSD) complaints

Year	Complaint	Conduct	Total
2016	921	185	1,106
2017	836	143	979

John Tooms and George McDonnell
CaPLO Committee

West Midlands Police Federation

Professional Development



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

The way that police officers are recruited and trained has changed significantly in recent years, with more changes on the way so it is vital that we, as policing practitioners, are consulted on all of these important matters.

I, and other representatives of West Midlands Police Federation, meet regularly with the national Police Federation leads so that we can share our experiences, discuss best practice and seek to influence the decision-makers.

Concerns have been raised by the Federation about some of the proposals from the College of Policing around assigning certain police powers to individuals who do not hold the Office of Constable. This could potentially impact on operational delivery and on public confidence. The discussions around this continue.

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

The College of Policing publishes consultation papers regularly and seeks feedback from officers of all ranks. If you have an interest in your own professional development and that of the police service generally, I would urge you to visit the college's website - **college.police.uk** - and take part in discussions of interest.

Giles Dean
Federation lead in professional development
West Midlands Police Federation



Legal Scheme

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

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

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

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

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

Since the start of 2017 we have received **95** claims under this policy.

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

Contract Dispute - Consumer	19
Personal injury	15
Criminal Prosecution Defence	12
Motor Prosecution Defence	9
No Insured Event	8
Education Appeal	7
Employment	7
Medical Negligence	6
Probate	4
Property	3
Disciplinary	2
Motor ULR	1
Professional Negligence	1
Other	1

The total amount reserved for our officers is currently **£100,525.46**, which is for claims that are continuing to be handled.

Since the scheme began in June 2015 a total of **217** claims have been received and **£155,065.05** has been paid in respect of claims under the scheme. Of the monies paid, **£36,478.00** related to discipline matters and **£9,281.09** related to criminal prosecution defence claims. Our providers employ in-house lawyers who have worked on behalf of our members in legal disputes saving **£31,714.30** in legal costs to members of West Midland Police Federation and their families.

The Legal Helpline receives on average **48** calls per month from West Midlands members and provided unlimited advice to those officers who required assistance.



During 2017, your Federation offers members FREE advice and expertise in a multitude of areas...

Police Regulations

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

Mortgage Advice

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

387 officers were given free mortgage advice, and 83 per cent or **320** officers went on to take out a mortgage from this advice.

Family Law Advice

34 family law surgeries were held.

Managing Money and Planning for Retirement

8 retirement courses were held, **189** officers attended.

Financial Education

Caroline Harris, our financial welfare consultant who works for George Burrows, offers a free service to help officers make sense of their finances. She gave more than **244** hours of free support and guidance to members. A total of **122** officers attended a free financial surgery at Guardians House in 2017.



Supporting our members in everything we do

Group Insurance Scheme



More than **81** per cent of West Midlands Police Federation members are covered under the Group Life Insurance Scheme.

	2016 Claims	2016 Amount	2017 Claims	2017 Amount
Life	11	£585,000	13	£502,500
Critical illness	12	£98,000	14	£125,000
Personal accident	55	£15,070	26	£11,540
Sickness	63	£165,165	54	£149,722

In 2017...

503 claims under the gadget Insurance scheme were settled in 2017

£220,215 was paid to members to settle travel claims in 2017

1,887 members were assisted by the RAC Scheme in 2017.

- Calls attended 1,931
- Patrol fix rate 85 per cent
- Customer satisfaction 97 per cent
- Recoveries made 203
- Right resource first time 94 per cent.





6

Federation
Roadshows
were held
in 2017

Exclusive offers
and discounts were
arranged with **167**
different companies
on your behalf

5,812 surfers
visited our
Member Services
pages online
in 2017

Members saved
hundreds of pounds
when buying
insurance
through our
providers

£300 worth of
Amazon vouchers
were won by
members in
competitions
in 2017

Our Communications



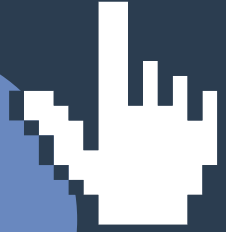
386 new followers on Twitter in 2017
@westmidspolfed



3,674 followers



1,082 tweets in 2017



2,090 members regularly view our magazine **'Federation'**

174 new followers on our Facebook page in 2017

2,567 likes



89 news items posted on our website in 2017

1,918 members subscribe to our bi-monthly electronic newsletter **'eZine'**



Website



Media Hub
989
page views

Group
Insurance
6,180
page views

News
2,604
page views

Member
Services
8,234
page views

Advice &
Regulations
5,237
page views

WWW.**westmidspolfed.com**

Members' Area
1,919
page views

In total, we had
325,816 unique views
of our website in 2017

The most popular pages viewed:
Police pay scales,
Vehicle deals,
Member Services,
Pensions,
Group Insurance.



Donations and Sponsorship



February 2017	BAPA	£300
	Tesco charity for use of car parking facilities	£500
	Roadshow Amazon gift voucher	£50
March 2017	Police Roll of Honour Trust	£1,000
April 2017	Met PF (following Westminster attack)	£5,000
	British Heart Foundation	£100
	Cancer Research	£100
May 2017	Roadshow Amazon gift voucher	£50
Sept 2017	AMP	£500
	UK Police Memorial Fund	£10,000
	Thames Valley PF (treatment for officer's son)	£1,000
	Roadshow Amazon gift voucher	£50
Nov 2017	Fundraising in aid of Cops	£5,000
	Benefits fairs Amazon gift voucher	£150
	Hampers to members during hardship	£2,426.90
	Flowers to members during hardship	£350.50



Please can you pass our thanks on to Tom and the Federation for all your hospitality and support at the Police Bravery Awards last week. We had an amazing time and it was a privilege to be part of such a humbling and proud occasion.

Member's details supplied

I just wanted to let you know how grateful I am to you for taking the time to put this package and explanation together.

It is gratifying to know that the core values of the service still exist as I once knew them.

I wish you and the team the very best from a proud retired member of WMP, who happens to be the proud father of a young lady who wishes only to serve with honour and dedication as her Dad did!

My family is humbled by the love and support that has been shown to my little girl by all of you.

Heartfelt thanks

Member's details supplied

I am currently a serving police inspector in Avon and Somerset who has been subject to a lengthy criminal investigation for seven years resulting in a Gross Misconduct Hearing last week whereby I was completely exonerated. I can honestly say George has been pivotal in that process with the support he has given me. As a Fed rep, he has always been available, asked the questions I have feared to ask and never judged me. I can honestly say he is a shining example of how the Federation should represent colleagues who face uncertainty and I would like to formally highlight the fantastic service I have received from your branch. George is still assisting me next week at a misconduct meeting but I cannot put into words how he has supported me over the last few months.

Member's details supplied

I recently made contact with yourselves regarding my claim for a cancelled booked holiday due to my mother being ill in hospital.

My was successfully completed and payment made back into my bank account so thank you for choosing a very professional company to assist with this type of claim. Mom is still in hospital but hopefully I may be able to book a last-minute deal soon.

Member's details supplied

I have to say that I am delighted that the Chief has taken this decision, and this is down in no small part to the lobbying of your Federation and Tom Cuddeford in particular who has been in the national vanguard of this issue.

Member's details supplied

Thank you all for the assistance you gave us in arranging and supporting Sunday's closing ceremony.

Member's details supplied

I found PS Tim Rogers understanding and reassuring. Although an experienced officer, it was daunting to be on the subject of a complaint such as this. After several phone calls, he arranged for me to seek legal advice. The legal advice I was given was quickly arranged and helpful.

The matter has now been sorted/filed with no further action. I have 16 years' service and have never had cause to speak/use the Federation. However, I was impressed with the service from start to finish. I am really grateful for the advice/support I have been given from PS Rogers, a couple of calls I received were of an evening outside of his working hours.

Member's details supplied

I also know you were really quick and tried to speak to her on Friday... which I do appreciate... I know she was in bed and has waited until she is back on duty... but the quick response sends an important message.

Members' details supplied

Can I just say how supportive and caring he was? He tried to keep me focused and supported me at every opportunity.

Throughout, he was totally professional and competent in his role, as well as supporting me, he gave the required guidance as a Federation rep and I will always be very grateful. I feel it is important for you to be aware of what an asset he is to the Federation.

The complaint was malicious and there was no case to answer, but it was still a very daunting situation to be in, as I was near the end of my career.

Members' details supplied

Firstly, can I thank you for the support and genuine care shown? The legal team you arranged were amazing and really gave me confidence the truth would come out and these allegations were not going to go anywhere.

Member's details supplied

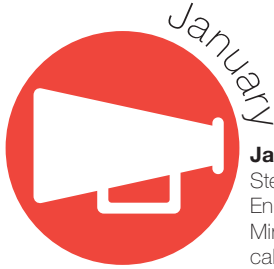
On behalf of D Unit FSU please can I extend a massive thank you for our mugs... the troops will really appreciate having these to take out and about with them for scenes and watches.

Member's details supplied

I really appreciate your help and kindness. Thank you again

Member's details supplied

A Snapshot of 2017



January

January

Steve White, chair of the Police Federation of England and Wales (PFEW), welcomed Prime Minister Theresa May's mental health reforms and called them "a step in the right direction".



February

February

The Federation launched its national Protect the Protectors campaign calling for better protection - in terms of legislation and equipment such as spit guards - for police officers.



March

March

The Metropolitan Police confirmed that PC Keith Palmer died after confronting a man in the grounds of Westminster Palace, shortly after 2.30pm. "No words can capture how members of the policing family will feel after today's horrific events," Steve White, chair of PFEW, said.



April

April

A call was made for a "long overdue" full review into policing. National Federation chair Steve White said: "For more than a decade, we have been demanding a holistic and independent review of policing in order to properly determine what the public want and expect of their police service."



June

June

Tom Cuddeford, chair of West Midlands Police Federation, sent a letter to West Midlands MPs to voice serious concerns about police funding.

May



May

The annual Police Federation national conference was held in Birmingham for the first time with a new two-day format.

July

The Police Bravery Awards were held at 10 Downing Street to honour the bravery of 71 officers across the nation. In attendance was HRH The Countess of Wessex who met personally with officers. Two West Midlands PCs, Ryan Patel and James Neilson, won the regional bravery award after tackling a gunman.

July



August



August

The national Federation pay and morale survey reveals officers' morale has plummeted due to rising stress and falling pay.

September

A film with the theme Cuts Have Consequences on the effects of funding cuts on policing in the West Midlands is sent to the region's MPs.

September



October



October

A national template for a new nine-point stress plan which aims to help forces better prioritise officer wellbeing has been launched by the Police Federation of England and Wales (PFEW).

November



November

Calum Macleod is elected as the new chairman of the Police Federation of England and Wales. He will take over on 1 January 2018. Che Donald becomes deputy chairman.

December



December

Our secretary Steve Grange has written to all West Midlands Members of Parliament to ask them to support a Ten-Minute Rule Bill calling for better protection for response drivers.

West Midlands Police Federation

Summary Financial Statements 2017



Summary income and expenditure

	2016 £'000	2017 £'000
Income	623	650
Expenditure	614	532
Operating surplus	9	118
Gain on investments	196	196*
Net profit	205	314**

* 2017 investment is estimated

** Estimated audit not complete



Supporting our members in everything we do

Income

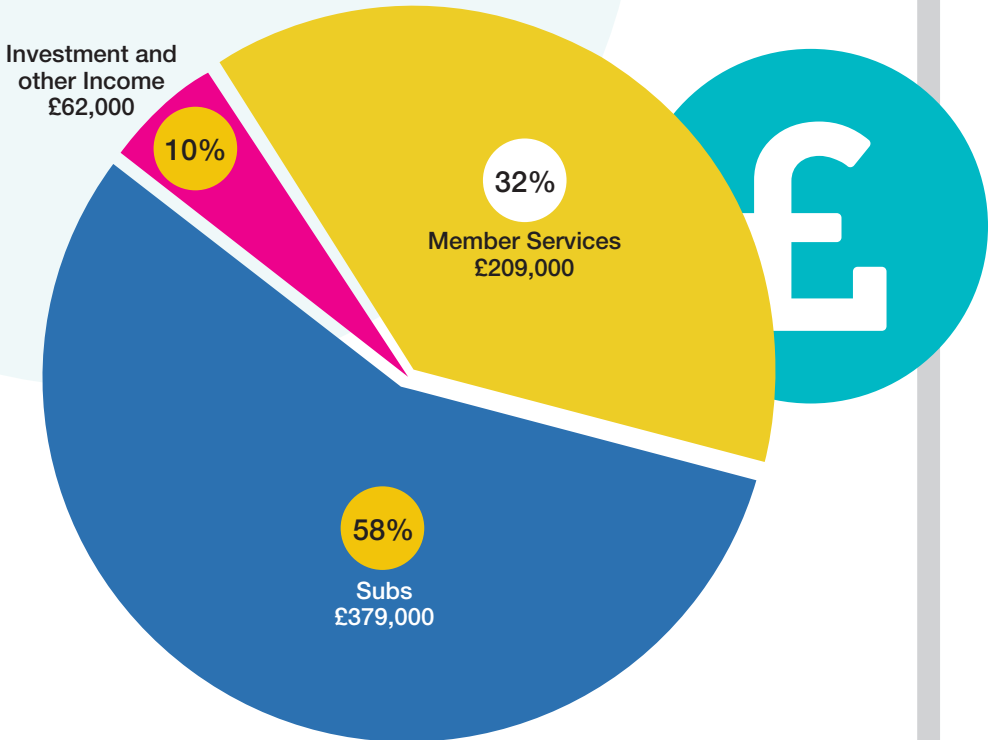
Income Summary 2017

£650,000

Subs
£379,000

Member Services
£209,000

Investment and other Income
£62,000*



Income increased this year (£650,000 in 2017, £621,000 in 2016) mainly due to the fact the Federation has now taken over the responsibility of the Group Insurance Scheme as advised.

There is still a reduction in membership due to police officer numbers continuing to fall (10 per cent reduction).

Subscriptions were by far the largest contributor at 58 per cent of total income. Member Services continue to generate income which is derived from the provision of insurance and other products to members but saw a decrease in sales. There is an on-going review to find ways to attract officers and staff who now use online services.

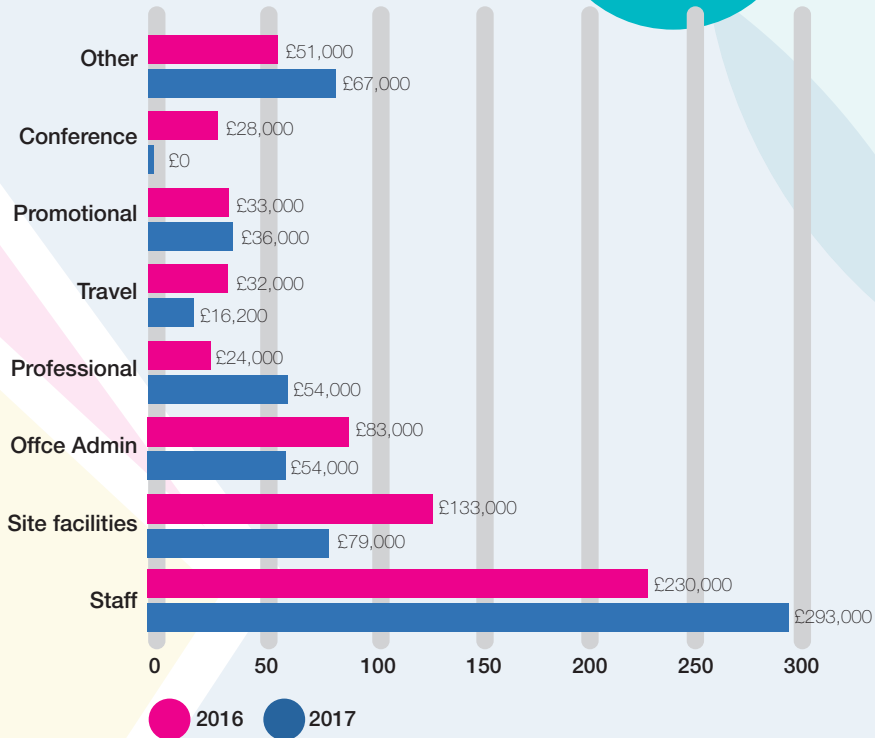
West Midlands Police Federation

Summary Financial Statements 2017

Expenditure

Administration Expenses

£532,200



Administrative costs once again decreased with spending of **£532,200** in 2017 compared to the previous year's **£614,000**. However, within this figure was an increase in staff salaries - **£291,000** (54 per cent of administration costs) which included staff redundancy payments. Using the advice of professionals, we reduced our staff levels by three posts and next year will see the reduction of approximately **£80,000** in salary payments.

There was also an increase in professional services as we used legal experts to represent a couple of our officers and also a professional company to provide for the Federation "Cuts Have Consequences" campaign.

On the plus side, we saw a reduction in spending on travel (59 per cent savings due to per mileage reduction and better use of car hire), mobile phones (improved contract), advertisements, IT equipment (new consultant as result of previous year review) and the annual national Police Federation conference with the event been held in Birmingham.



Overview

The accounting system is changing and we are at the moment transferring to centralised accounting run by the Police Federation of England and Wales (PFEW) at Leatherhead in view of changes brought in after the independent review of PFEW.

Nothing will really change at West Midlands Police Federation except we will be run by a budget system.

The balance sheet remains strong. The Board believes that a strong balance sheet is essential to maintain the long-term viability of West Midlands Police Federation.

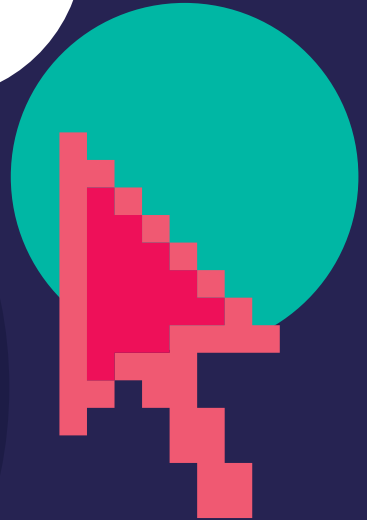
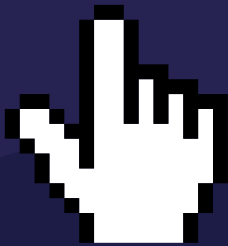
Investments in shares and bonds are held by professional fund managers and returns are measured against external benchmarks. There is a need to review the management of investment due to high rises in fees. The Executive Committee has recognised this and is investigating the matter.





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