

**Please provide this information for each year since 2010.**

**Please provide the same information for the members of the Corporate Communications command team.**

***For purposes of this request, press officer includes, but not limited to job titles including:***

***Communications Officer, Press Officer, Account Manager, News Producer, Spin Doctor, PR Consultant***

**Clarification: Yes, I can confirm that I'd like the information for each team within Corporate Communications.**

**1) The number of press officers, PR consultants and spin doctors employed by West Midlands Police.**

<b>Headcount</b>			
<b>Date of snapshot</b>	<b>Press Office function</b>	<b>Command Team</b>	<b>Grand Total</b>
Apr-10	44	1	45
Apr-11	35	1	36
Apr-12	28	1	29
Apr-13	30	3	33
Apr-14	34	3	37
Apr-15	37	3	40
Apr-16	39	3	42
Apr-17	35	3	38
Apr-18	39	3	42
Apr-19	37	2	39
Apr-20	37	3	40
Grand Total	395	26	421

**2) The average salary of press officers**

Average salary not held. Please see answer to question 4 and attached PDF for information regarding pay scales.

**3) The ethnicity of press officers**Press Office function

Ethnicity	Headcount / Date of snapshot											Grand Total
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19	Apr-20	
White - British	35	27	23	25	28	30	31	29	32	31	30	321
Asian - Indian	-	-	-	-	-	-	-	-	2	2	3	7
Asian - Pakistani	-	-	-	-	-	-	-	-	1	1	1	3
Asian or Asian British - Indian	3	2	1	1	2	2	2	2	-	-	-	15
Asian or Asian British - Pakistani	1	1	-	-	-	-	1	1	-	-	-	4
Black - Caribbean	-	-	-	-	-	-	-	-	1	1	1	3
Black or Black British - African	1	1	-	1	1	1	1	-	-	-	-	6
Black or Black British - Caribbean	3	3	3	2	2	2	2	1	-	-	-	18
Mixed - White & Black Caribbean	-	-	-	-	-	1	1	-	-	-	-	2
Not stated	1	1	1	1	1	1	1	1	1	2	1	12
(blank)	-	-	-	-	-	-	-	1	2	-	1	4
Grand Total	44	35	28	30	34	37	39	35	39	37	37	395

Command Team

Ethnicity	Headcount / Date of snapshot											Grand Total
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19	Apr-20	
White - British	1	1	1	3	3	3	3	3	3	2	3	26
Grand Total	1	1	1	3	3	3	3	3	3	2	3	26

**4) The number of press officers employed at each pay grade**Press Office function

Post Rank Decoding	Headcount / Date of snapshot											Grand Total
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19	Apr-20	
Band B	2	1	-	1	2	1	1	-	-	-	-	8
Band C	23	17	13	17	18	23	21	5	7	6	7	157
Band D	18	16	14	12	14	13	17	18	20	19	18	179
Band E	1	1	1	-	-	-	-	12	12	12	12	51
Grand Total	44	35	28	30	34	37	39	35	39	37	37	395

Command Team

Post Rank Decoding	Headcount / Date of snapshot											Grand Total
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19	Apr-20	
Band D	-	-	-	1	1	1	1	1	-	-	-	5
Band E	-	-	-	1	1	1	1	1	1	1	-	7
M Band	-	-	-	1	1	1	1	1	2	1	3	11
Ch Insp	1	1	1	-	-	-	-	-	-	-	-	3
Grand Total	1	1	1	3	3	3	3	3	3	2	3	26

**5) The highest annual salary of press officers**

Please see answer to question 4 and attached PDF for information regarding pay scales.

**6) The highest overtime pay for a press officer**

Financial Years	Press Officer	Command Team
2010/11	1,972.50	3,914.60
2011/12	2,924.68	1,015.23
2012/13	1,289.29	1,032.18
2013/14	2,078.41	4,637.25
2014/15	2,995.86	4,230.10
2015/16	1,915.96	3,436.13
2016/17	2,296.05	1,850.09
2017/18	4,839.46	104.86
2018/19	5,389.91	0.00
2019/20	5,152.39	0.00

**7) The budget for the Corporate Communications department**

Financial Years	Budget (£)
2009/10*	1,068,100
2010/11	272,700
2011/12	265,700
2012/13	107,200

2013/14	100,800
2014/15	101,200
2015/16	160,500
2016/17	159,500
2017/18	144,100
2018/19	180,900
2019/20	152,000

\*In 2009/10 the budget included staff pay as the pay budget is devolved where the other years the pay budget was centralised.

**NB** The above data applies to all teams within the Corporate Communications Department, which is comprised of: News; Engagement and Digital; Internal Communications; Campaigns; Digital Content; Freedom of Information; and Awards and Administration.