

Budget Consultation 2023/24 - Summary

1. **Background**

- 1.1. The budget consultation ran in a two-stage process.
- 1.2. The first survey ran from the 27th April 2022 until the 11th July 2022. The purpose of this survey was to understand the views of the public on local policing, contact and engagement and crime and anti-social behaviour issues. This informs the PCC prior to firming up his draft budget proposals for 2023/24.
- 1.3. The PCC followed this up by carrying out a second survey, specifically on the draft precept and budget proposals. This consultation launched on the 6th December 2022 and ended at 12pm on the 6th January 2023. A precept proposal, the Proposed Budget 2023/24 and Medium Term Financial Plan 2023/24– 2027/28 was published as part of the consultation process, along with a short online survey to enable people to comment on the proposals being put forward.
- 1.4. In total, 1,972 responses were received from both surveys. 1,407 of these were in response to the first survey. 565 were in response to the second.

2. **Publicity and media coverage**

- 2.1. A range of communication tools were used to promote both consultations to communities across West Mercia. These included:
- 2.2. *Social media:* Press releases and consultation links were shared via the West Mercia PCC Facebook and Twitter pages for both surveys on launch and throughout. Accompanying graphics were used to replace existing banners on both social media accounts.
- 2.3. All social media platforms are monitored and where appropriate comments on the precept have been responded to, however the 'instant' nature of this media means it is not practical to include them in this report.
- 2.4. *Press release/media:* A number of press releases were issued for both consultations. Regularly issued PCC Newsletters highlighted that the surveys were open, and encouraged people to take part during the period each was open. This was covered by a number of different media outlets.
- 2.5. The Neighbourhood Matters platform also saw the consultations promoted directly to thousands of residents.

3. **Survey Findings**

- 3.1. Set out below are the findings from the two consultation exercises undertaken to inform the budget and precept setting.

1.Your Views Survey

- 3.2. Ahead of developing the budget for 2022/23, the PCC ran a public survey to understand public priorities/concerns and engagement with the West Mercia Police. An online survey was used to seek these views. The survey included a number of multiple choice answers with up to 10 questions in total.

Demographics

- 3.3. In total for this survey, 1,407 responses were received.

- 3.4. A breakdown of respondents by council tax area is shown below.

45% (581) Worcestershire
30% (392) Shropshire
11% (142) Telford and Wrekin
14% (177) Herefordshire

- 3.5. Of those that responded, 94% were a resident of West Mercia with the remaining 6% not.

- 3.6. Around 97% of respondents were responding as a member of the public with the remaining 3% responding as a business owner.

Consultation findings

- 3.7. The first section in the report focused on people's perceptions towards crime and antisocial behaviour in their local area. The headline findings were:
- Anti-social behaviour, road safety (including speeding) and drugs were identified as the top three issues or priorities for respondents. Areas least identified as a priority or issue include modern slavery and night time economy.
 - When asked how visible West Mercia Police are compared to 12 months ago, 50% of respondents felt indifferent, 40% felt it was worse and the remaining 10% feeling it was better.
 - When asked how accessible West Mercia Police are when compared to 12 months ago, 55% felt indifferent, 36% felt it was worse and remaining 9% feeling it was better.
 - Question 4 asked respondents if they had any experience of West Mercia Police, 62% said they did whilst 38% said no, they hadn't. Of those that

responded yes, 44% said their experience was positive, 32% said it was negative and 24% said it was neither.

- The majority of respondents did not feel informed about West Mercia Police and what was happening in their area or know who their local safer neighbourhood team.

- 3.8. The PCC took these findings into account and used them in the development of the draft budget. This budget delivers a further 40 officers, taking West Mercia's establishment to 2,496, the highest establishment number on record in the force. These additional officers will be focused on neighbourhood policing and addressing key community concerns. This includes a focus on community engagement. This will be done by implementing new technology to improve efficiency and accessibility of the public.
- 3.9. This extends to making sure funding is also focussed on commissioning victim services and crime prevention. This budget includes provision to ensure victim services in West Mercia can cope with demand and provide the right support at the right times, to enable people to cope and recover. Working with partners funding will also be targeted at initiatives that deliver effective prevention and community problem solving. The themes identified in this survey are reflected in a number of ambitions and measures that the Commissioner will use to ensure resources are used effectively by the force.

2. Budget Consultation Survey

- 3.10. To further support the above findings, a short online survey was launched to enable people to comment on the draft budget proposals put forward by the Commissioner, informed by the first round of consultation. The online survey asked up to 2 questions specifically around the precept and included one open question enabling respondents to comment on their reasons for either supporting or opposing the proposals.

Demographics

- 3.11. A total of 565 responses were received. A breakdown of respondents by council tax area is shown below.

36% (203) South Worcestershire
21% (120) North Worcestershire
21% (118) Shropshire
14% (76) Herefordshire
9% (48) Telford and Wrekin

- 3.12. A number of additional demographic questions were asked as part of this survey to further understand those who are engaging with the survey.
- Around 56% of respondents were male, 37% were female, 6% preferred not to say and 1% said other.
 - Almost 36% of respondents were aged 61 to 80, 29%, aged 46 to 60, 20% between 31 and 45, 8% between 18 and 30, 7% preferred not to say and remaining 1% aged 80+.
 - The majority (91%) of respondents were White/English/British/Other, 8% preferred not to say with the remaining 1% split between Mixed Ethnic Background, Other Ethnic Group and Asian/Asian British.

Consultation findings

- 3.13. The second survey asked whether respondents would be willing to pay, on average, £9.84* (3.94%) more for policing per year based on a band D property. The majority of respondents, 74%, supported this proposed increase, whilst the remaining 24% did not.
- 3.14. Those that showed support to the first question were asked if they were willing to pay more than the 3.94% increase. Around 57% responded yes whilst the remaining 43% said no.
- 3.15. When asked if they had any further comments, 284 respondents chose to respond. A summary of all the comments are shown below, grouped by common theme or concern (please see appendix for complete list of comments). It should be noted that a number of the comments referred to more than one theme and that there is a degree of subjectivity in the interpretation of each comment.

Main themes

- 3.16. The main themes arising from the comments were:
- 3.17. *Financial concerns/increase in cost of living* – a number of people made a finance related comment, many were concerned about other household price increases, the perception that additional funding should come from government and how effectively the budget was spent. The size and cost of the PCC team was also raised by some.
- 3.18. *Officer numbers/Police visibility* – The comments were generally from those who remain concerned about a perceived lack of police presence including the closure of some police stations. There was some reference to the need for police staff in roles to support operational policing and some negative perceptions around the effectiveness of PCSO's.

- 3.19. Police response/action- Comments were generally from those who remained concerned about a perceived lack of police action to incidents. Some reference to specific issues, namely rural crime, road safety, drugs and ASB.
- 3.20. General support – a number of those supporting the proposals just left a positive comment which did not align with any of the main themes.
- 3.21. Miscellaneous comments – a number of respondents both for and against the proposals left a comment which does not directly fit into the above themes.

4. Commissioner's response to the comments received

- 4.1. Within both surveys a number of people chose to comment on the proposals. The comments have been grouped into themes, based on the predominant message in each comment. A response to each of the main themes is shown below.
- 4.2. Financial concerns/ increase in cost of living – I am dedicated to delivering the best service and have heard loud and clear from the communities of Herefordshire, Shropshire, Telford and Wrekin and Worcestershire about where their concerns lie.
- 4.3. There is no avoiding the fact that the cost of living is rising, with many people having to make tough decisions in order to balance their household budgets. Public sector organisations, including policing, are facing the same inflationary challenges.
- 4.4. As PCC I have always committed that I will ensure every penny spent on policing is spent wisely before I ever ask the public to pay any more. My record as a low tax PCC is clear throughout my term. That principle of achieving best value is even more important this year. There is an ever-greater need for efficiency, maximising the benefit of the resources and assets at my disposal to keep our communities safe.
- 4.5. This year's budget will tackle the unavoidable cost pressures we face, maximises the value of investments I have made in the journey to deliver a safer West Mercia, and addresses key priorities for communities.
- 4.6. Officer numbers/Police visibility – This survey provided communities with the opportunity to voice their views and inform the budget setting process. I have, as I promised, taken these views to shape this budget proposal.
- 4.7. I have remained resolute in delivering a safer West Mercia and, ultimately, what the public want – increased visibility and accessibility of police officers. I am therefore boosting officer numbers by a further 40, taking West Mercia's establishment to 2,496, the highest establishment number on record in the force. These additional officers will be based at the heart of communities, focused on neighbourhood policing and addressing key community concerns.

- 4.8. Whilst I am reassured by the steps already taken by West Mercia Police to be visible and accessible in the heart of the communities they serve, this budget will ensure there will be an ever-greater focus on community engagement. This will be done by implementing new technology to improve efficiency and accessibility of the public. This ease of contact, that so many communities feel is lacking, will improve relationships and ultimately boost trust and confidence.
- 4.9. Police response/action - As your PCC I am confident that this budget continues to deliver my high ambitions for the communities of West Mercia. The proposals put forward by the force will continue to see ever greater innovation and continuous improvement in many of the services delivered to the communities across the three counties.
- 4.10. The biggest issues in society cannot be addressed in isolation by myself as PCC, nor West Mercia Police; this budget delivers key resources to tackle vulnerability and prevention, and to work alongside key local partners to prevent harm wherever possible and protect those most at risk.
- 4.11. I will support the force in continuing to prioritise the greatest possible proportion of resource towards frontline policing and ultimately delivering the best for communities.

Appendix 4

No	Free Text Comment
1	I think it is important to still be able to have the option to walk in to a police station and speak to a person, despite the digital world we live in there is still a large portion of society, especially elderly, vulnerable, vision impaired, hearing impaired and people with mental illness that actually would like to speak to a person, and not be left with the only option to make a report online, or spend over an hour waiting for a 101 call to be answered
2	Are you going to make cuts in your ridiculously large team to save costs? It seems most of them are there to boost your own PR and political agenda. How is this a good investment in keeping West Mercia safer?
3	I would ask that you insist on additional funding from Government to support the safer communities every law abiding citizen wants. Conservative Party policies have led to cuts. I believe that those cuts have allowed criminal activity to rise in Redditch, especially in relation to drugs. West Mercia staff and officers work extremely hard, for which I am grateful. Additional officers are welcomed.
4	Appreciate the pressures that the current climate are presenting but increasing an optional precept at this time places further pressures on those who are facing the hardest conditions and challenges. Improved efficiencies and cutting out endemic wasteful practices in the policing service will no achieve the same outcome without the need to place further costs on already stretched finances that the public you serve are encountering. Better use of resources, utilising the talent of your officers and staff more effectively and, like all public bodies, reduced use of overly expensive external temporary resources will provide savings. It is a vicious cycle and like other costs I highly doubt you will reduce your precept in better years.
5	Money should be found from within the service. A look at the structure of the service needs to be made. Perhaps no further funding for non- critical projects and protect and reinvest in those so we can get a police officer out in a timely manner when we call. The PCC has added two assistance PCC's to his office. Remove them. Find further savings from the PCC's office. Remove unnecessary and non critical projects from the force itself and get back to basics. The continued rising of the council tax is not sustainable when the public can see the enormous wastage ongoing with West Mercia Police and the PCC's office.
6	Having the fourth lowest rise in precept since 2016 is nothing to be proud of- the cumulative effect of these poor historical decisions are exaggerating the crisis now being faced by West Mercia. The overly simplistic focus on police officer numbers is also lamentable. The precept this year needs to be maximised not positioned as some form of political decision. A PCC that cannot deliver an effective service should be punished at the ballot box.
7	We need you to focus the police on crime rather than providing other services which nhs local authorities should be providing
8	You increase the costs every year with no improvement in service. I disagreed with you last year and I disagree again this year. Get your officers out of their cars and walking around the streets that should save you money on fuel and car servicing and save the public money. How about a vote on getting rid on PCCs too.
9	Struggle to see the value for what we already pay.
10	The PCC is doing a fine job ... and has particularly impressive hair !
11	There is enough money wasted on projects that are not needed which could be shifted into policing
12	Police locally are awful. A friend investigated his own break in and caravan theft and collected evidence but no one was interested. If you are going to invest in staff do not make it on uniform carrying cso's. They are hopeless. I watched them in Shrewsbury walk past anti social behaviour too afraid to intervene.

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13	The lack of investment in your fleet is notable. The police cars in West Mercia not only look unprofessional, they are hardly roadworthy. The continued use of old diesel vehicles also does not support your commitment to reducing your carbon footprint. The expansion of the PCC's office is also a concern. The ever growing workforce and eye watering salary's for deputy and assistant PCC's is not conducive with budget restraints and you are simply deceiving the public when you ask for more money. The public want to spend money on a Bobby on the beat, not refurbishing PCC accommodation, expenses or political salaries. The PCC often talks about holding the Chief Constable to account, it is now time to hold him to account by diverting funding from his own department to the frontline and providing officers with the right tools to do the job.
14	Look at the budget plan you've got residence within shropshire paying almost the highest, yet with a low crime rate and LOWEST amount of officers as they're never seen, yet Telford is one of the LOWEST payers yet they always have hundreds of police officers. You Mr champion out of his office and up to shropshire and Telford to see the reality!
15	Additional investment in smarter tools to help fight crime is required. The force needs to modernise.
16	You are so out of touch ... you have a team of 25 personnel and ask us the public for more money ... corruption at the top!!!
17	There would be plenty of money in the pot to pay for policing if we didn't have the office of PCC the assistants, offices being refurbished for them and however many thousands of pounds being claimed in expenses.
18	How can you ask for more money when you spent over 800k on land for a new police station in hereford 3 years ago which has not gone all quiet!!!! You have 2 deputies and 25 members of staff according to your website ... I think you need to save money there before asking us for more!
19	Until our woke, cultural Marxist, political activist, diversity & LGBTQ obsessed, excuse for a police service, is completely reformed, I don't want to spend a single penny on them (or the Fire Service).
20	Officer numbers will not be maintained due to retirements and new recruits resigning as they realise the job is rubbish. But do invest in early intervention.
21	I believe that it is important for police to be a visible presence in local areas. Its a shame that so many of the local station have been closed over the years
22	Every year you promise more police officers and take above inflation rises off us, police are noticeable by their absence from the streets and yet you still want more and more money. Your rises have outstripped every other part of the council tax and now its time to stop taking excessive amounts
23	Efficencies within the police should be highlighted and actioned before hitting the public pocket. IT in West Mercia appears to be getting worse as I have never seen so many notifications of issues in the call centre, despite being a modern building with newer tech.
24	I think you could reduce back room staff would be a big saving. Too many staff sitting around with no work to do. (ex employee. I know). Turn heating down also. Save money that way to pay for more PC on the street.
25	As long as all of the additional money goes straight into the pay budget to avoid staff redundancies - then I'm in. However, more scrutiny should be placed on your contracted staff, are they delivering for what they are costing? WHO is monitoring their work and checkpoints?
26	Why do you have police officers, being paid the full amount, doing either 'made-up' jobs or jobs that historically were done alongside other work? I don't want a police officer carrying out licensing checks, I want them responding to incidents.
27	i need that money to keep myself warm and fed. the money needs to go to giving police officers a pay rise, and retention of officers is concerning

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28	Don't see the benefit for the increase - reported a crime and didn't get any response from anyone.
29	It would be nice to see actual local proactive Policing in the mornings. Especially were the commuters are using local estate roads as rally tracks between the hours of 0600 and 0700 hrs ta.
30	I often see PCSO driving around in Police vehicles, last week I saw two in a riot van. This gives a false impression of officer numbers on the street. Either increase their powers or make them drive vehicles that identify them as PCSO.
31	We are in a cost of living crisis. This money should be coming from central government
32	consideration should be made on selling buildings which are under occupied to reduce any budget gap
33	The uplift of police officers was not based on a comprehensive understanding of how we should respond to the challenges of modern-day policing. What about the ratio of officers to police staff? With fraud and cybercrime on the rise, the need to understand and interpret complex data is ever increasing so have officers the skills to do this?
34	I would be willing to pay more, but not an unlimited amount.
35	The provision of policing needs to be vastly improved - WMP doesn't just need more officers it needs more staff
36	I am willing to keep up with inflation, Anything else is a cut. Are the Government planning the same...
37	You cannot keep asking the public to pay more when we are not receiving pay rises in line with inflation. We only have so much money to spend and disposable income is at an all time low. The rise may seem relatively low but with everything else rising and wages not keeping pace there has to come a point when tax payers need to be given a break.
38	The service would appear to have deteriorated over the tenure of the PCC system
39	West Mercia Police have been underfunded for years, are not paid enough money and are not valued for they work they do however they just get on with the job. But unless things start to change many staff will leave the job as it really isn't worth it anymore. Then our communities will not be protected from harm. The hardworking staff need to be recognised, thanked and looked after.
40	The money could be found elsewhere. Such as reducing the PCC's office budget. Is it true the PCC (including office and support staff) takes 18% of all West Mercias budget?
41	Any rise should benefit the force but, I do not want to see knee jerk reactions around green efficiencies. We have no infrastructure or vehicles capable of covering the miles required for our policing.
42	I don't believe the Force is being run effectively with value for money and until change is made in terms of delivery of service I would not support an increase in contribution
43	As long as we can see that the money is being spent. More investment in local Policing to see the officers out on the beat not having to back fill for empty posts at the station
44	I hear how utterly broken the force's IT structure is. I have also read the PCCs comments about how successful the implementation of Athena was. This is not true. Significantly more work for officers without the required support. The split of the two forces created a significant amount of additional work for West Mercia, now with less resources. Stop messing up our police force.
45	It seems money is wasted in the PCCs structure which seems to be so much more resource hungry than the old police authority. It would been good to see that money diverted into policing.

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46	Asking the public for more money at what is a very difficult time for families and when the precept has increased at it's maximum level in recent years is a tough pill to swallow. £10 may not seem like much but added together with other price increases it is a lot. Whilst this may make effective policing even more difficult in the current climate instead of asking for more money a re-think of how policing should take place should be looked at. For example, what incidents to attend are where police are called to matters which aren't crimes.
47	I would be willing to pay more but would like some guarantees that the additional funding will go directly to frontline services and not to further recruitment in the PCC office.
48	Are you investing in Police Staff posts? Because without them police officers cannot do their jobs
49	If it meant more money for actual policing and saving jobs, particularly back office roles too, then I'd happily pay£15 per year!!!
50	How many employees are now working in the PCC office? How much of the budget is spent in the PCC's office? The previous Police Authority were volunteers.....
51	No
52	The reduction in budget to policing will be disastrous. Whilst I do not believe this should be passed on to the public, when central government could prevent it, I would also want to ensure front line services are protected.
53	I haven't seen any increase in service levels over the last few years when precept levels have gone up. Not sure why a further increase would be any different.
54	Mr Campion keeps promising improved policing in return for increased precept but isn't delivering
55	I think that here in Wellington we have a very good relationship with the police. There are always people wanting to complain.
56	There too much money from the existing budget wasted on non core policing functions and roles. Other PCCs manage without additional, unnecessary support staff and ridiculous amounts spent on consultants.
57	Greater investment in technology to make policing smart
58	We are in a cost of living crisis. The service levels are not acceptable. HMICFRS has highlighted poor performance, I'm not prepared to pay more money for inadequate policing.
59	Because this money is largely wasted by the PCC pet projects and not delivered to front line policing. When money is placed into increasing numbers on the front line to enable a experienced and fully staffed response then the PCC may have more support for his other pet projects.
60	How about paying specials a bit like military reserves that way you would get a greater uptake of people wanting to do the job. Also ensure all officers are tazer trained and carrying when on duty.
61	I would want any extra payments to go towards wildlife crime including illegal fox hunting
62	In my experience where I had evidence of a vehicle used in a theft the police were not willing to approach the owner of the vehicle. I don't think more money is the answer.
63	Round it up to 5%
64	Maybe in normal times but the cost of living is having a massive impact on my financial status
65	i do not believe we should any more for police in herefordshire till we get a service when a guy phones up to report a assault and is told the guy who assaulted him has been getting away for years no we cant come out

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66	Get no policing now so is that little going to make a difference. Redditch resident police station being pushed out of town, so foot patrols out of the window. I will take a photograph next time I see a police officer walking in the town centre. Police officers seem to have abandoned wearing hats, was that a money saving exercise? I thought they wore distinctive headgear so they stood out in public.
67	You have already grabbed a huge increase in your precept in the last year or two. In these difficult times, we simply cannot afford to pay even more on top of that. I suggest you go back to your beloved government and demand a substantial increase in their contribution from general taxation for which I have already paid once. I do not intend to pay twice.
68	You have had more money year on year and you still do nothing about my priorities of illegal and dangerous cycling and electric scooters which is a serious problem for pedestrians. Special constables are policing on the cheap. Get your officers out of their cRs and walking the streets.
69	We need to be able to access police station via front counters, Kidderminster counter is open only from 0830-1630 weekdays and shorter hours of a weekend. The next closest station is Worcester or Telford where the hours are probably the same. WHY when people who work need to access stations out of work hours, surely police stations can make themselves accessible and available until 8pm at least everyday??? It used to be like this, how is this progress, report online you say, half the time there is an error, phone lines are not working, west Mercia Police are tweeting and posting about reporting emergency calls only as phones are playing up again. At least if we could get into the stations we could be heard and seen, have some confidence in the force. Then and maybe then we would say yes to your first question of the £9 odd a year extra towards policing Thanks
70	My home finances are already overstretched due to the cost of living rising faster than my pay which has remained the same
71	There needs to be foot patrols present around the difficult areas to protect the public from anti social behaviour.
72	Nope!
73	I would be willing to pay more if we had policing in rural areas, 2 police officers of an evening to cover Tenbury Wells - Bodenham - Kington is totally unacceptable, and the crime in rural is rising considerably. And for the budget not to be wasted on 70K's worth of new leaflets for yourself and I would also like to know why what happens with 18% of the budget that you take!!
74	No
75	No
76	Really dependent on what crimes are being suggested for increased policing; if for policing social media comments, then I'm unwilling to sanction any increased spending; if on the other hand, its for things like increased detection of real crime eg burglary or neighbour anti-social behaviour or for the proper, unbiased policing of illegal hunting with dogs, then I am very willing
77	Telford had grown over the 46 years I have lived here and policing has not grown with it we need more police on the streets with a presents, I severed has a special for many years and understand your frustration but we need to tackle the serious drug problem and gang mentally in the area and also have confidence we see more police on the beat, back to basics, we need more community support policing our area may be a app to report an incident with gos location for non emergency incidents with automatic alerts to the community. I would gladly pay more if I saw a larger presence on the streets
78	Make better use of the money you already get

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79	We have far too few police to be deployed on urgent matters. I have listened to police everywhere, not just West Mercia and frankly it is the PCC who should be telling the government in no uncertain terms that our police cannot and should not be baby sitting mental health patients or spending police resources on mental health. That belongs to the NHS budget and they get enough money for it. If the NHS demands money they get it but the police do not. The public need to feel safe and to see police officers out and about. Incidents are put on the back burner so that police time can be wasted. Unless the PCC stands up strongly for their staff and makes it very plain to the government exactly what happens and how much of your resources are wasted on NHS matters everywhere will become less safe from crime. Push back, is what it is called. Push back, stand up for your staff and take no nonsense from the Home Office.
80	It would be good to see some visible policing in Malvern. They are all hiding somewhere. When you do see a police car they always seem to hunt in pairs. The whole situation is pathetic.
81	Do not feel we have enough presence with current policing units and local snts so why shoujld we have to feel to pay more on minimum wages
82	The caveat is better results - more community policing and visibility of police in the community
83	Would like to see more 'bobbies on the beat' around church hill, and thank you for all the cover provided so far, on the beat is the best way but I completely understand that this is us not necessarily best use if financial resources, just my thoughts. Church Hill North centre needs a zebra crossing between car park and road and Redstone Close needs speed bumps and a 20mph speed limit please if you could sort either of these that would be great.
84	There is enough money going to policing. It needs to be spent better. Cuts to the amount of admin, filling in forms and reports need to be looked into as far too much time is wasted on these.
85	Because it wouldn't change anything
86	We need police on the streets, not hampered by IT systems that don't work and make it difficult for them to be able to cross reference incidents and jobs. Too much time is taken doing paperwork. The recruitment needs to be stronger. Too many young officers put onto the streets with very little life skills or experience which put extra pressure on more experienced officers having to take up the slack. WMP need to treat their staff better and provide them with the equipment to do their jobs. Officers having to wait for stab vests until March 2023 isn't acceptable. You have a duty of care to look after your staff. Raising standards of police uniforms should be looked at. Is it outdated for officers to wear the old helmets when bump caps are far more appropriate for today's needs. Recruitment and retention at OCC should be looked at too. Staff making decisions on NFA on incidents without them being resourced isn't good enough. Members of the public being left without any response when they are victims of crime isn't good enough. Staff not knowing how to make basic enquiries through the crime bureau or to pass through incidents to local CCTV Control Rooms who can help doesn't happen. WMP are not using their full support from partners and agencies because OCC staff don't know or have the capacity to call through to the agencies.
87	A larger increase will enable you to increase the pay of officers and other staff so as to keep up with inflation. Not to do so would be unforgivable.
88	Yes , living in a narrow country lane as I do, I am concerned at the speed which traffic comes up and down the lane . Whilst the majority are young people , it would be fair to say that older people don't realise the danger that they are putting people in including themselves.
89	Id like to know what the last increase was spent on because it certainly wasn't policing in our area

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90	I would pay more if I noticed a difference in crime reduction. Staff have to turn the heating down in their office, and wear warm clothing. Cut costs in back room staff. Too many people with not enough work to do. I.e. vetting and covert
91	Provided solid results for rural communities could be achieved.
92	We have witnesses a lot of crime in our rural area recently (Corse Lawn) and I have not increased any increase in police activity. I would like to see more money directed at apprehending criminals as opposed to the administration of minor speeding offences.
93	So long as he is not Empire Building! and increasing hi domain.
94	We have Council provided CCTV cameras in Madeley High St outside the house. When will they be switched on? Might some cash!!!
95	But I'd want the money to go on proper policing, not on enforcing political correctness on people.
96	Living where I do, I only see police cars racing past my house to get to problems on the motorway.
97	population 1.2m so 10p per year good value
98	Save money and abolish the office of the police commissioner
99	I wouldn't mind paying a little more-not as much as you are proposing-but I would need to see tangible results. I don't feel that I or the community I live in, is seeing good results and certainly no action. So what exactly are we paying for?!
100	Money needs to be provided by the government and better managed to provide the services actually needed
101	No
102	I do not mind paying a little more for policing provided that those of us that live in the rural villages get the level of service that we need in-order to address the issues of dangerously speeding vehicles and break ins, a better police presence in the rural villages would be welcome
103	No
104	This is meant to be Government funded from our contributions. Why should we pay the cost of government mishandling of funds?
105	Only if the extra cost is used wisely, tackling antisocial behaviour, burglary, car crime etc, not to subsidise the salaries of senior management and the overpaid the PCC.
106	Our household is struggling to meet the increases demanded by all sectors with an income that is not linked to the inflation rate.

107	I have just finished "A Policeman's Lot" a book on my experiences of policing during 60's and 70's. One chapter deals with Crime v Crime Prevention which I am hoping to send under separate cover for your perusal as there regrettably isn't sufficient space here for me to fully elucidate my point. I was in a department called "Community Relations" responsible for Crime Prevention/NHW/Schools/etc. In the chapter I am attempting to remind the reader that Sir Richard Mayne in 1829 said "The primary object of an efficient Police force is the prevention of crime. The next that of detection and punishment of offenders if a crime is committed".. We all know the importance of catching criminals/punishing them/Keeping the public safe/Keeping them Feeling safe - but my question is - "Is there a balance?" Could more be done on the Crime Preventive front as well as the CID front? eg If both departments require more money, the question may be asked of CID "How many criminals have you caught this year?" the answer is simple and quantifiable "We have had 'x' number of arrests." If the question "How many crimes have you stopped this year?" is asked of Crime Prevention Unquantifiable! How often has a crime been thwarted by a policeman being simply seen on the street, or the opportunist being stopped by the motorist locking his car door or a myriad other crime preventive actions? Surely there needs to be a coming together of the two areas? I know people like to see where, how and why money is being spent but Aren't both equally important, actually imperative, for society to function correctly and well?
108	We cant afford not to.
109	Rural Communities, The people who put food on your table need better policing and the C.J.S. needs to start dissing out stiffer penalties for Hare Coursing, Poaching, and thefts of Agricultural Machinery
110	Need to see more Police on the streets
111	There is a condition in me saying yess To 3.94% , that is all the money goes on front line policing , preventing and investigating crime and bringing a higher percentage of criminals to justice , in other words prosecuting . Talking to police officers far too much is spent on overhead , bureaucracy and box ticking activities.
112	Up to £12 pa
113	I would be willing to pay more if initiatives are properly thought out, services are effectively risk assessed, staff are appropriately managed and Twitter wasn't seen as a high priority. We are evolving into such a digital society that this needs to be leading the change, however we still need an appropriate officer presence. It currently feels like this balance is not being effectively addressed to maximise the capacity of the service.
114	At Longcarrant Retirement Park we were promised road signage and a safe place to stand in middle of road outside Shell garage opposite our entrance/exit on A46 - the only vehicle access to our park. Several of us have nearly had lorries crash into the back of our vehicles when leaving or returning by car, one neighbour did! this work was supposed to be carried out by Highways Agency 3 years ago but even our MP can't get it done. i suppose one or more of us will have to die before it is carried out? Lorries thunder over an incline on A46 (from Teddington Hands roundabout. There are always accidents outside the garage as people try to enter garage to fill up and then leave, ditto coffee shop, caravan sales.
115	I would be willing to pay a higher amount as long as the plan included the removal of the PCC. Give the responsibility of policing the WestbMercia area to a Police officer with policing experience rather than a politician.
116	I live in Evesham. We have a Police Station at which the public are not welcome. We used to have a Police Desk in the Library but this has gone. I tried to report a drugs offence but gave up after waiting 20 minutes on phone. I have ticked 'Yes' above but I would like to see this situation remedied. Thankyou for your message which is appreciated - at least as far as it goes at this time.
117	It would be good to see police presence on the streets

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118	Rural crime is an ongoing problem and needs attention.
119	We need far more police officers in rural areas. thefts happen on a daily basis in and around my area of Harley. Farm thefts in particular. Please pay more attention to rural crime.
120	Do PCSO's produce enough results to be economically worthwhile I am not the only one to express doubts on their effectiveness and standing in the community. Younger people know they have little authority and disregard them
121	Please look at non front line staff, like Diversity and equality managers who appear to contribute nothing to actual policing, redistribute their wages to front line officers.
122	i might agree it if i knew how it was to be spent -- what is the focus -- how the money is spent not wasted is paramount
123	More wildlife crime needs policing. The countryside is lawless. The hunts do whatever they want, most of it illegal
124	We have had constant rises in our rates, already they are higher than any other councils around. Two years ago we had a massive rise in police rates, followed by 4% last year. I don't think we are getting value for money
125	I caveat my yes responses with the following. I want the Police to focus on crime. Not virtue signalling nonsense but real, proper crimes. I would then support additional funding but not otherwise!
126	Living in a rural community I am concerned about increasing rural crime and given the lack of available policing in these areas, would like to see better police presence and support in our rural communities.
127	Police need to show up more before expecting a rise to cover more officers. Policing should be a rewarding career but society doesn't respect you anymore because sentencing is a joke and cps are lazy.
128	The previous question asked if I was willing to pay an increased percentage but it didn't say of what. The question was meaningless without that information.
129	Yes, I would like to know how I will see and recognise the changes after the price increase. Usually there is an increase and I don't see any difference in services. Thank you
130	None
131	no
132	With more crimes being treated as minor and not being responded to, you should be giving money back to the community, not asking for more so that your existing staff can do even less by way of crime reduction.
133	Nil
134	Officers a credit to you , long hours and not so nice customers
135	I begrudgingly agree to the funding increase only due to the realities of inflation. The generally poor service provided poor attendance, low morale disinterest and lack of action is a sad indictment on the Pcc, his failure to understand policing, his politicisation of policing undermining of peels policing principles and interference with operational policing mean he should resign with immediate effect.
136	As long as the money is spent wisely and will benefit the public. Seeing police officers around the place would be good - something we rarely see these days. I know they need to be targeted but when people feel they're not around then the good guys feel less protected and the bad guys feel freer to commit crime.
137	You need to focus on what will make me feel safe. Anti social behaviour. The ability to leave my house and feel I will be coming back to a house that I left

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138	No, other than the importance of sufficient policing, and visible policing on the streets.
139	Money should be spent on policing, not on the self promotion of the PCC.
140	There is a total lack of a visible police presence in Craven Arms to address both anti-social behaviour and act as a crime prevention deterrent. As a Craven Arms Town Councillor I hear this on a regular basis.
141	Max 5%
142	When you consider that on average the west Mercia police get circa 13% of my council tax which equates to £360.62p paid by me every year and we have thugs walking and gathering on the streets of droitwich writing graffiti on our council signs and private property, you better ask your self would you want to contribute more when the local police are not dealing with these people please ask why would you ever suggest that I would want to contribute more. I would like to see Police officers ,PCSOs on routine walks around the forgotten under passes doing what they have signed in to the job for not Just attending for a short period after a event then forgetting about it until another event happens . Let's do something that last and follow the criminal path until we have caught the culprits and they have been punished or sentenced follow it throughout , this is how we should Police be prepared to get out of your vehicle and walk this is called Police patrol . Droitwich is a local town to west Mercia police and this should be regarded as a shop front for how we west Mercia Police with in our Local community, I don't see this, it is a lovely place to live with the older generation of retirement homes considering it to be a place to rest let's keep it like this but I am afraid that graffiti and local thugs are abusing the town and the local police are not Patrolling the areas as they should be . Their are far more houses being built in the county the addition of 20 extra police or local community officers does not equate to the revenue that West Mercia police receive from the council tax bill it receives much more so fund the extra financiers you require from the developments be more efficient .Happy to meet and discuss with any one from wet Mercia police. Matt.whiteman@yahoo.co.uk
143	We must have good policing to remain safe at home, on the streets and on the road, especially if you're a senior citizen.
144	Less neighbourhood matters and more neighbourhood policing!
145	I am happy to pay more as long as it is spent wisely on PROACTIVE policing. I don't want more police who are just going to talk a good job & then do nothing, they need to be visible to the public & deliver results, how about starting with the long suffering girls in Telford who are still being abused by predominantly Pakistani men. I used to go to a YOGA class for 20 years but now that the class has been moved to a building in central Wellington I no longer go far too risky for a lone woman at 9pm at nigh in Wellington.
146	The police in my area do a good job. Much appreciated
147	Really need more Bobbies on the beat. I know our local team regularly have an open shop in Hadley, but you rarely if ever these days actually see police patrolling the streets.
148	There needs to be more efficiency in delivering services first. Better organisation of the personnel who turn out to incidents. Let's us see some officers in the town centres.
149	The police need to be more VISIBLE on the ground.
150	We had very little policing in Ross-On-Wye. It's only in the past few weeks that police have been more visible. If the presence of the police continue and they respond a lot quicker then I would be willing to pay
151	If we were ever to see a police officer £9.84p might be worth it. Post code HR4 8PT
152	Providing that any increase is used wisely and adds value to the service we get. It is important that things like county lines and knife crime are addressed for the benefit of future generations, Educating younger generations and removing temptation is so important.

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153	Police need to be more efficient. Have management levels working across pcc areas and share costs that can then be used at operational level.
154	no
155	As long as it is spent on local policing.
156	Yes to both on basis of more visible policing
157	Increases have to be justifiable and reasonable. I accept that inflation has impacted us all and such an increase was impossible to plan for. Pay increases are required for staff and officers to account for the increased cost of living. The budget constraint is a double-edged sword. On one hand, it forces the organisation to cut costs and become more efficient, however, there is no guarantee that the efficiencies and cost cutting will occur in the correct places. Properties should NOT be sold to cover the deficit, this is a very short term solution to an issue which occurs virtually every year. Staff redundancies and termination of contracts should be a LAST resort. The organisation needs to improve where funding is spent, such as: terminating unnecessary expenditure, using the facilities it already has to their full capabilities, maintaining existing facilities rather than allowing them to dilapidate to the point that it is cheaper to build anew. Ensuring that normal staff roles are filled by West Mercia citizens at reasonable costs, not consultants on high daily rates.
158	I would like to see permanent police in Ledbury again. Especially as we are getting more & more houses in the area.
159	Stop wasting funding. For example remove your deputy and let the Chief Constable oversee the budget they need. Reduce PCSO numbers all they do is drive around in police cars pretending to be Police and offer NO value to the public. Use this funding to recruit further officers. Capitalise on the Special Constabulary you have so many assets in here and a little more funding would greatly enchants numbers and visibility of officers with powers, there would then be no need to raise funds further.
160	West-Mercia Police needs funding to bring it up to speed on so many levels-the force is being left behind by others-the Organisation's IT infrastructure is inadequate and placing residents in danger by regularly failing-it is all very well saying you'll invest in new technology for domestic violence victims, but you need to concentrate on the basics first, and get your current systems operating to an acceptable level, more software will just grind the current infrastructure to a dangerous halt. Likewise you need to invest in the vehicle fleet, it is in a shocking state, why have you wasted millions on telematics, when it already failed a few years ago-you could have improved the fleet with the money that has been wasted on that, and the electric bikes are a joke, they were used for the first few weeks, they now lie in the garages gathering dust-more money wasted-we don't have the luxury of having Dixon of dock green on his pushbike now, Police can't answer the calls that are coming in. Stop wasting your money, on PR stunts, and having your name emblazoned on everything, you won't be PCC for ever, so eveything will have to be rebranded. It's great that you are investing in new recruits, but again, it is retention that is the issue, West Mercia has one of the worst attrition rates for new recruits leaving in the country-Police Oracle quoted this, as well as officers who could stay on, are leaving-you have to ask the question why? Morale is at its lowest ever in the organisation, along with public confidence being low-this is partly due to you, concentrate on answering 999's, cutting bureaucracy, and allow Officer to actually Police, and catch criminals. One day you'll need the Police, and might not be any, as they are all tied up carrying out pointless, bean counting exercises, to assist your portfolio, or an aspiring leaders promotion prospects!
161	Yes, I would like to see more police walking the streets rather than just driving up and down the High Street.
162	Must support the police
163	Rather than charging householders more how about slimming down your staff first. The cost of the PCCs office is too high.
164	Not at this present time as people struggle with energy bills. However, in near future hopefully as things settle. Energy saving costs could go to the police.

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165	Visibility of police officers definitely puts off criminals and a zero tolerance to crime gains the Police more respect. If the criminals get let off with petty crime then they often continue to bigger things.
166	We would be willing to consider paying more than 3.94% if different scenarios were presented: what is gained for what increase? What are the additional Costs and expected benefits etc etc
167	We already pay a lot and never see a police presence out in the country
168	What is the value in the fleet of vehicles at any one time. From observation at both Shrewsbury Telford and at a verity of times, both day and night, there is on average 20 vehicles parked on each site. What justification is there for this number to be parked at any one time?
169	If extra money means more visibility and presence to prevent increasing number of burglaries then yes would be prepared to pay.
170	I most certainly would if Astwood Bank had more visible presence of the Police on a daily basis . Theft and other crime has rocketed in the past year or so . Therefore it seems that it would be a good idea ! Thank you anyway for other work that you do .
171	NO
172	It's important that we support our police services at this time. I feel that we need to ensure we support the PCC in ensuring the Chief Constable has enough resources to keep communities safe.
173	we need more police presence on the streets
174	What ever it takes to feel safe on our streets and community
175	Increase to 5% and increase seeing police on foot in neighbourhoods and get them out of cars. They need to be more visible and come to every community event possible. They keep not turning up to local meetings where it would make a real difference with better communication. Please take more action to stop speeding cars and noisy exhausts. Please respond better to 101 phone calls. Just ask for more money and do more with it!
176	I would like to see high profile policing of rural areas and a clear dedicated team dealing with it.
177	3.94% is fine for an improved service. I'd be worried about committing to more as other services will also require an increase in funding, so a balanced approach is required
178	I would like to see policing of illegal hunting and wildlife crime in Shropshire. We know this is a big problem and that these illegal activities are linked to other rural crime.
179	We have virtually no coverage in Hollywood. When PCSOs have to make their own posters it just sums it up . We need a base in the area with an administrator so police and PCSOs can actually spend time doing what we pay for and not admin. I'm sick of complaining to my MP . All I get back is a diatribe of useless statistics. We want a proper police presence in the area not public volunteers in hi vis vests.
180	I live at The social housing owned by Connexus on Upper Galdeford, Ludlow SY8 1QB And the surrounding properties drink & smoke Cannabis around the clock.
181	Any increase must be coupled with targets for the police to actually get out and investigate crimes rather than sitting behind a desk and allocating a crime number. What do the police actually do these days?
182	1:Being willing to pay more is very different to being able to afford it unfortunately. 2:There would need to be metrics in place to ensure the extra money was actually reducing & solving more crimes that matter to the public. 3: Having spoken to West Mercia Police officers, I'm concerned that there are not enough experienced officers available able to mentor new recruits properly

183	I understand speaking to an officer in December meet-up, that there are 2 officers covering our area of 50 sq miles (we are Hagley; I recall I think they said corners are to Rubery, to Redditch, to Kidderminster, to Kinver, or beyond). This clearly is not enough to support 20k people(?) and counter the regular crime I read in Neighbourhood emails, mostly vehicle thefts and burglaries, let alone drugs, behaviour, etc. It seems to go against your positive text above. We are still desperately short of resources.
184	depends if itsfor more beat police than high level salaries
185	I believe our police forces throughout the country do an amazing job and are not recognised for their hard work & effort. All too often their valuable time is used as a crutch to social services dealing with domestic problems. Further support should be provided to officers to enable them to undertake policing as the general public require.
186	No
187	Open Police Stations in Towns such as Oswestry and have Police visibly on patrol both day and night with a view to preventing drug trafficking
188	It is not correct to ask for an increase in the percept whilst carrying un earmarked reserves. The tax payer does not have the luxury of asking its employer to pay them more so they can have reserves and there is no justification for the public sector to be sitting on reserves that could be used to improve services or reduce cost pressure on council tax payers. There is far too much emphasis on victim support and not enough on prevention. SNT's are not a ring fenced set of resources and local SNT's complain that they are constantly taken off SNT work to fill other roles- if the PCC is serious about SNT's he needs to a) Ring fence the resource b) Stop cross allocation of SNT resources across multiple teams- in essence my snt has no resource as its cross allocated across multiple teams- not really an SNT c) Get them visible- still have not seen 1 d) Produce stats for each SNT area- my area cannot get crime stats information so we have no idea if the SNT is winning or loosing the battle on crime. So despite meeting with them every 3 to 6 months they can provide no useful information on success of failure and no guidance to priorities apart from gross generalisations and words- unsatisfactory. If you ask what crime has increased in your snt you are told there is no snt specific information- so relatively pointless and certainly not worthy of more funding until it is corrected e) We still have little or no idea what the SNT is doing or working on to prevent crime f) There is nothing in the document about improving contact with the police- it should not take hours to get through to the police when reporting a crime in action- by the time its reported the perpetrators are long gone g) Once again we have a ask for £260m odd million and no KPI's to measure success against- what little we do know is that West Mercia has 1 of the lowest crime investigation and detection rates in the country- so any increase in demand for money should be backed up with meaningful statistics and KPI's
189	I would certainly welcome more policing with officers more visible and being more pro active in Much Wenlock and I would be willing to pay the extra for this.
190	The increase in officer numbers and greater focus on tackling ASB & drug crime are personally important having experienced the impact of these on friends and colleagues growing up
191	I agree with the proposals, our streets should be safe for ordinary hard-working people to walk freely without the fear of being attacked and left traumatised, injured and shocked, family members also being left shocked, and this doesn't go away quickly. The ordinary working people and pensioners should be able to have this safety in England without being asked to pay higher council tax when everything else has increased in price as well. This additional cost would add to an already stressful situation, therefore not bringing peace of mind. With so many new houses being built, each one bringing in more council tax, the streets should be safe for people to walk.

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192	Policing is not visible in the rural community. We have a huge problem with speeding traffic in villages which is not being addressed. I have raised this issue via the Parish Council, messaging the local police and also Marc Baylis.
193	Take a pay cut
194	Regardless of rising costs that we all have to endure, you mention crime rising by on average 8% per year. Is this reported crime? How does the conviction rate track the crime rate. Perhaps as a measure you should ask if victims are happy with the perpetrators punishment or sentence. Recently in Shropshire a young woman was given no punishment at all for 2 separate offences of assaulting a police officer and a paramedic. She also was still serving a suspended sentence. If the police dont work in tandem with other parts of the justice system, how on earth do you expect to make any improvement at all. I think if we all started seeing criminals treated as such and punished appropriately we wouldnt mind paying for that. But paying for police officers to be invisible, sat inside their police stations where they dont have to interact with the public serves no one. This is why the police are portrayed in such a poor light at the moment.
195	*The greater than 3.94% question depends as not willing to have an open limit.
196	Approx £10 seems fair to ask of everyone. Anymore starts to hurt.
197	Possibly yes if a justification was put forward
198	Round it up to 4 or even 5%
199	front line police officers and pcsos are the only officers we see they need to stay on the front line.
200	Living in a Rural area we see very few police I would be prepared to pay more if we had an improved service
201	As long as the money is used to provide more bodiea on the ground
202	Yes Pickersleigh team took months to remove a Van using the Footpath as it's Parking Space, I and my Dog very nearly got Hit after stepping into the road to go round it, should have taken a few minutes to sort either by chat or a Ticket.
203	I would happily pay more, for extra police, not for a load of admin and filled in documents. Also, unless the extra actually results in the number of police required to attend all crimes and then hopefully resolve them. Otherwise there seems little point in the increase. Crime statistics reported in the press are depressing and almost unbelievable. TV programmes regularly show three or more police cars and a police helicopter chasing down a stolen car or youth on a scooter and yet we hear that burglaries, for example, are normally not attended.
204	As long as it was used for front line Policing and not squandered on PCSO's who have little or zero powers.
205	Real need for neighbourhood policing.
206	I would prefer not pay an increase.
207	I don't consider myself "rich" but I do live in a Band E house, so maybe I am "rich" and I could afford to pay 9.34% more (just to use the same numbers as you but in a different order!)
208	Perhaps 5%. With the rapid increase in Computer and Fraud Crime the need for more working Police Hours has become necessary.
209	Ensure there is a better police presence and faster response times in rural areas
210	So long as it spent on policing and not creating more paper and managers.

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211	It would have been better and more cost effective not to have cut the numbers of police in the first place! Austerity has been a false economy and we are all now paying the price. The whole legal system is in a terrible state, from policing, through to courts, the probationary service, social services and the prison service and so on. The justice system is in a mess. Not only is this costing the country money now, but putting it right will take huge sums, showing just what a false economy austerity has been. The effect on individuals, both accused and victims can be paralysing. The whole system is a disgrace.
212	Providing there is a better police presence in rural areas
213	It would be reassuring to see more patrols in rural areas, engaging with residents.
214	What a sham of a consultation! Basically it is down to residents to fork out more money because the Government has failed, or continue with inadequate policing! What a choice! Basically this Government has cut police numbers, and now expect us council tax payers to pay to get them back to where they were in 2010, whilst they, the Government, takes the credit! Taking the Mickey, more like. Just appalling.
215	I would be prepared to spend more if the additional results could be tracked and reported. This would require setting measureable targets and regular progress reports.
216	Willing to pay a small amount more for a better service (in terms of value for money) and if it meant easier to engage/ communicate with WMP & the PCC. WMP seems to have improved its engagement with communities and individuals in the last year or so. Thank you, Mr Campion.
217	Visible police officers are the greatest deterrent to potential law breakers. I live in a small village c.250 houses and can't remember the last time I saw a police officer in person. It should be possible for officers to patrol on a random basis to give residents, especially the elderly, reassurance for their personal safety and also their property. I recall in the past when we had an active PACT committee the local officers promising random visits but these have fallen by the wayside post-COVID.
218	Scarcity of visible policing in my area of Worcestershire. Speeding on A441 is "out of control" in my opinion. Would like to see more enforcement and greater use of Speed Cameras.
219	I've answered yes to Q1 on the assumption the increase would be applied to front line policing and have a direct and quantifiable impact on the number of rural thefts that are occurring in our area. If it is simply going to be absorbed in admin and bureaucracy - then NO.
220	My income does not allow increased payment across the board
221	Why need for a firearms facility? Surely this should be a national centre - how many firearms incidents are there? The PCC has publicly stated that you have more officers than ever yet the press always quotes police numbers being cut from 2010. Don't agree that anticipated increase is "below" inflation rate - ask those people who are not getting a salary from a state body what their cost of living is going to look like come April.
222	I would be willing to pay £ 9 84 per year for policing if I knew the entire amount would be spent on policing. I suspect various "overheads/admin costs" would erode the actual amount available for policing? It should not be another way of funding the organisations infra structure. I would also be interested in more information about how the Police and Crime Commissioners post represents value for money and how (and who) is involved in setting the outcomes for the Commissioner are agreed and monitored. I am not really clear about this. At the end of the day as a tax payer I am already contributing to the Policing budget so in my opinion I should not keep contributing more through the "back door" of the Council Tax because the Government is underfunding the service.
223	As long as it targets theft and not speeding in safe areas.

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224	As an Adderley PC Councillor we would welcome a visit/briefing by our local police to one of our PC meeting. Policing in Rural areas to be increased re theft
225	I feel that the words in statements by the PCC are not backed up by actions. 20 extra officers will take 2 years to be effective and in that two years how many frontline officers will retire, resign, transfer meaning actual frontline staff reduce again and again. Wasted money on tech systems which budget holders and decision makers have no idea about the effectiveness or need for, would have provided far greater front line presence.
226	There was an above inflation rise last year, but not seen much benefit as anti-social behaviour and petty crime have visibly increased in the last 2 years.
227	I would be happy to pay more to see an fit-for-purpose police service return after 12 years of underfunding.
228	The Government should put back the police staffing number back to those pre 2010. It is gauling that government argues it is increasing police numbers when they are the very ones to cut police numbers in the first place. Although I can understand your reasoning in increasing the precept, surely the government should provide the funding? The government has already increased taxation to the highest in 70 years, and this is another burden onto hard working families who are experiencing extreme financial difficulties.
229	If your having extra officers they should be operational not put into office roles as you are currently doing
230	It would very much depend on what we are paying for. Your annual objectives state that you are truly committed to Community Policing yet police stations are closing and the confidence of the police must be at an all time low as is morale and camaraderie among the officers. My book on this subject will be published soon.
231	I would be more than happy to pay it if you could assure and make a solid promise that I would see more uniformed police officers on the streets, on foot, visible and accessible to talk to walking the "beats" providing vital engagement, reassurance and community policing! Our local team are brilliant but only so much can be achieved by a single Police officer with a population of over 25000 people. PCSOs are a useless resource for your policing model. Overpaid, under worked and have no power, responsibility or authority needed in a modern Britain. We need bobbies back at our local stations and pounding the beat!
232	When I see a lack of Police Officers but constant adverts by the PCC's Office for 'non' jobs! Latest example x2 assistant Policy Officers. Leave the Home Office to make the Policy's!
233	Budget increases need not come from ordinary tax payers through an increased precept, but via central government and a fairer tax system throughout the country.
234	How much are we paying for the Pcc , how many staff do they have ?
235	We need to cut back on the red tape and go back to the fundamentals of policing. Making them visible and responsive to criminal activity
236	Austerity has left our public services in a poor state. We have to pay if they are to improve.
237	No
238	Put cctv in villages and help people in serious problems and Larson listen to people
239	Like all current public bodies too much spent on talkers not enough on front line doers
240	Until the force can provide adequate protection in my area for everyone then I have no confidence in the force

241	More of a police presence in communities reduces the amount of incidents. Opportunity breeds offences regularly. Needing to feel safe and secure in our area is paramount.so more PCSOs would help tackle this.....especially in the younger generation.
242	WMP should be doing better with the money they have. Money should come directly from the government for Policy improvements!
243	Police are highly under staffed, not just officers but how officers have to do so much paperwork etc after an arrest/incident. Higher more staff to deal with that, then get officers out on the street etc.
244	Real need for rural policing, which seems to always be a low priority and less effectively enforced.
245	I note your pay increase assumptions are 3%, whereas your inflation assumptions are 7.5%. These assumptions may prove unrealistic. If correct, your staff will suffer a (further) real terms pay cut, in which case your recruitment and retention of staff is likely to be adversely affected, let alone the impact on staff morale.
246	Living in a rural area of Shropshire we rarely see police locally. Apart from the odd instance of rural crime we feel fairly safe. It hard to be asked to pay more for what appears to be very little service.
247	More patrols and local police in rural areas are required
248	Despite the near record number of police officers in West Mercia, we do not see police around our neighbourhood. I consider that there is still insufficient police officers to deal with problems, especially vandalism and anti-social behaviour, which appear to be a very low priority for the police. I would be willing to pay for more police officers to be patrolling our streets. As for road safety, vehicles are constantly driving at speed through red lights on a road crossing a railway line which is closed to all vehicles except buses, emergency vehicles and bicycles. This has been reported time and again. There is even CCTV either side of the bridge operated by the county council but nothing is done to prevent this behaviour. There will be a serious accident one day with the potential to affect the railway line, so perhaps road safety is not just about speed but about careless and dangerous driving. It is easy to catch speeding drivers, what about dangerous driving?
249	Improvement MUST be noticeable very quickly. The introduction of digital recording has coincided with lack of face to face police contact and that is missed
250	No - no value for money from police. Never seen any out and about. I thought the safer teams are supposed to be out walking / cycling their patch. What value do the PCSOs make - never turn up to local surgeries with other agencies or seen in the area. Only time I see them is speeding past in cars.
251	It would be better to get the PCSO'S to do more foot patrol and less vehicle patrol as this would save fuel and increase public confidence
252	What is the point of raising the council tax. We pay more every year but don't see more officer's and the numbers are being stripped back as it is.
253	£10.208m for Governance and Commissioning sounds a lot. How is this justified when policing services are under so much strain? It should also be noted that cutting support staff numbers will affect operational policing as Police Officers will inevitably have to carry out Support functions instead.
254	Police should be properly funded from central government

255	More pressure needs to be placed on Central Govt to provide funding for Policing - particularly as resources are regularly used in a 'Mutual Aid' capacity. In addition, as a Police Staff member, we appear to be organisationally 'top heavy' with Officers at C.Insp level and above - several of who appear to be in Project- rather than operational related roles. If there is not a requirement for a 'Warranted Officer' do these - and many of the subordinate lower ranked officers need to be in these non front line roles ? - In addition many Officers in non front line roles often seem to change post every 2-3 years- so there is a lack of continuity and constantly learning/changing with is both time consuming and costly (as previous decisions are undone/reimplemented)
256	Perhaps we could look at how many snr officers the force has or how much Mr Campion and his team cost the taxpayer each year.
257	The police could benefit from reducing 'politically motivated' aspirational roles with officers, i.e Positive action police officers or other similar roles where the occupant of the role could very well be a member of Police Staff, costing a great deal less. Non frontline officers are not exercising the powers afforded to them in the office of constable, and given the need for front line police, this a huge waste of ability and skill.
258	The additional money would need to be spent sensibly. Crime reporting seems complicated.
259	Percentage increase in current financial climate is worrying. However to ensure a safer community this is worth it. More viability in rural areas would be most welcomed
260	Officers are not visible in the community - they are having to sit at their computers constantly.
261	When the force has wasted millions on inept ICT systems I see no point I giving them more money to waste.
262	I have stated 'NO' as increasing police officer numbers on paper is literally that, as front line numbers do not increase. Officers are moved into back office roles that could be more cost effectively be covered by police staff. Special Constables numbers have collapsed and no recruitment has been undertaken for years as PCs are being prioritised, which is again reducing numbers of the front line as SCs leave. Maybe the PCC needs to actually get with reality and not be a political, maybe just get rid of the PCC office, as the money can then be distributed to the police force and used more effectively, and returning to a board that more appropriately reflect the area the force polices with only expenses being paid.
263	I would pay more if it was going to make a marked difference in the service given. More Police presence not just in response to incidents, more double-crewing as I see it as being safer and officers are more productive & proactive.
264	We need local police back on the 'Beat'. To instigate 20mph on every street and road where residents live, work and attend schools. Also start prosecuting motorists who break speed limits, park on pavements, park directly in front of access points to home properties, have very loud exhaust systems and who drive in an anti-social manner.
265	When you say 3.94% more on policing do you mean Police itself or PCC separately. Whereas as a Council Tax payer I am willing to pay for Police. I do not see why I should also have to pay for PCC which is within the Police. So instead of paying for one organisation (Police) I am expected to pay for Police & Crime Commissioner on top. Coupled with Fire, County Council & City Council which provide tangible benefits whereas PCC are a duplicate of the Police.
266	when you say you want to maintain and increase police officer number do you mean frontline police officers or just number on a sheet? I hear that police staff are at risk and could be replaced with police officers which will mean new or current officer not being frontline
267	I do not want extra officers, they are expensive and trained for all eventualities which are not needed to dell with all current day crimes. You don't need to be a police officer to fight cyber crime for example. You don't need to be a police officer do lots of tasks. Robust back office support to the front line officers so they can do the things their powers are needed for is what I would like to see investment in.

Appendix 4

268	If more were to be charged, I would like to see it well spent on visible Police presence.
269	Rural Crime is on the rise due to living costs is there going to be more assets given to the small rural crime teams that we have? I know the team in Shrewsbury don't even have a vehicle at the moment. However you have PCSO's driving around in Ford rangers.
270	Only if the money is spent on front line resource.
271	Reduction in overall costs of the PCC's office urgently required and diverted to the frontline
272	No
273	A significant reduction in costs associated with the PCC's Office is urgently required. The funding of social projects to promote the PCC is diverting much needed funds from the frontline. Fly tipping is a council matter, funding youth and health groups has nothing to do with the police. There is no forward planning associated with the forces fleet management. Officers are driving vehicles that are no longer fit for purpose, some with 100,000 mile plus. Urgent investment required in IT systems. Officers do not want laptops, they require PDA's similar to West Mids and Staffordshire to reduce the time spent crime recording. The precept can not be justified when funding for politics is being put before frontline policing.
274	It is not for the public to pay more for local Policing whilst the PCC remains unaccountable for the size of budget wasted on trying to fulfil his manifesto pledges and failing. West Mercia ICT is the worst it has ever been, is not fit for purpose and has cost millions which is now being clawed back from the front line and the public pocket.
275	this money needs to be out towards supporting the officers within the force also so there is retainment and not turn over. officers who are under pressure in general life due to the cost of living crisis are having to make even tougher decisions than the PCC or force are budget wise and need more support. officers need to be able to do the job they are paid to do and dealing with things that are not even a police matter are the cause of the strain on the force and police services due to forces reluctance to tell people no out of fear of dislike. the police are not there for people to judge, the laws and powers are in place for a reason so if they are unable to use these effectively out of fear of repercussion in the media or from MOP with no backing from the force they work for, this is why retainment is at an all time low and recruitment is also suffering.
276	Better use of Police Officer resources - too many Police Officers in roles which do not need warranted Police powers. Herefordshire is still poorly staffed with Police Officers and is still seen as the poor relation of West Mercia.
277	I would rather pay slightly more and the Police maintain their level of service than pay less and see rises in crime
278	Policing money is being wasted on schemes and equipment which don't work
279	I know it wasn't a top three priority for the public, but its disappointing not to see more effort to tackle fraud.
280	Can we stop wasting resources on futile initiatives such as We Don't Buy Crime, Prevention and carpet bombing the rural areas with posters that have had absolutely minimal impact, if any, on bringing offenders to justice. There are severely under staffed CID offices in desperate need of additional support, that could come from redeploying officers engaged in such low risk and no reward initiatives.

Appendix 4

281	I've lived in West Mercia most of my life (half a century) and have to say that things have gone backwards for West Mercia Police in the last few years with their inability to meet demand, failure to investigate volume crime and all too often failure to protect the public from harm. Too much money from the budget has been wasted on IT that either doesn't work or simply creates more bureaucracy for officers. West Mercia also recruits far too many police staff into roles that did not exist 5-10 years ago and which add no value to policing. The PCC office is probably the best example of a waste of tax payers money and should instead be spent on Police Constables to increase numbers both on patrol and in CID depts. Its a case of the tail wagging the dog, the cart before the horse. Radical change is needed if West Mercia Police wants to get back to providing a good service to the public.
282	Will any of this rise go towards increasing police staff?
283	No