

Shareholder Councils

Enhanced Benefits Directory
for 2025-26

WME is the Regional Employers' Organisation for the West Midlands and our portfolio of products and services are designed to support the needs of Shareholder Councils, who are at the very heart of our purpose and remit.

Our foremost commitment is to our Shareholder Councils, delivering tailored support and services that empower them to thrive. While we also extend our expertise to other public sector organisations, our Shareholder Councils remain at the heart of everything we do.

Our Shareholder Councils therefore benefit from a range of enhanced 'membership benefits' that we provide specifically for them, and we work more closely with them to shape what we do and how we do it.

Enhanced Benefits for Shareholder Councils

As your partner within the West Midlands' Local Government Community, WME stands by our councils on their path towards a thriving and resilient sector.

Our enhanced benefits for Shareholder Councils aims to drive collaboration, support progress, and foster continuous improvement across the region. You have access to a suite of support, innovation and improvement services that are regularly reviewed and refreshed to meet your changing needs.

From empowering your leadership team, to driving forward workforce innovation, and strengthening regional collaboration, our tailored benefits ensure you're equipped to meet today's challenges and shape tomorrow's successes.

Your 2025-2026 Enhanced Benefits are focussed around our strategic priorities. These are our commitments to working with Shareholder Councils and the benefits they can expect from WME.

Our Priorities



1 Delivering Trusted Services



2 Leading Collaboration



3 Representing the Region



4 Improving Career Desirability



5 Inspiring Workforce Innovation





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Delivering Trusted Services

→ Best Price commitment on consultancy services

Minimum 20% discount on standard consultancy day rates for expert services covering Organisational Change, Pay and Reward, HR, Leadership and OD and Resourcing

→ Your REO for the West Midlands Region

As your Regional Employers' Organisation, WME works collaboratively with Trade Unions on pay, terms and conditions, policy changes, arbitration, employment matters and local govt reorganisation.

Regional Pay Briefings and Annual LGE Pay Roadshow.

→ Commissioning & Delivery of Shared Services

WME funds the procurement of chargeable shared services, securing best prices for service users (delivering a procurement saving for councils).

› **WMJobs Public Sector Jobs Board (recruitment site linked to ATS, DBS, IDVT).**

› **Tribepad Applicant Tracking System.**

› **IDVT & DBS Services.**

› **WMTemps Single Agency Framework (for temp workers).**

› **Coaching & Mentoring Pool (a matching site shared resource and expertise).**

› **Job Evaluation Bureau (support services).**

→ Specialist Consultancy Support

Up to 3 days of expert HR advice and consultancy support on Chief Officer and Statutory Officer employment matters.

→ Employment Helpdesk

Unlimited access to an expertly staffed Employment Helpdesk offering guidance and employment law and local government terms and conditions advice (open Mon-Fri 9am to 5pm closed bank holidays).

→ Employment Law Bulletin

'The People Hour' is a monthly newsletter for HR professionals providing insight from an employment law professional on topical issues.

→ Facilitated CEO Appraisal

Independent facilitation and support to the Leader of the Council to conduct an annual Chief Executive Appraisal (up to 3 days).

→ Relationship Management

A minimum of one meeting with your organisation's Senior Team each year; a welcome induction with WME for new Chief Executives or Directors of Service; and a monthly e-Bulletin for CEO Senior Leaders.

→ Workforce Priority Fund

Financial and project management of the Regional Workforce Priority Fund - directed to support workforce innovation and improvement.



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Leading Collaboration

WME Annual Summit

Access to the WME regional workforce conference (Guaranteed 2 free delegate places for Districts; 4 free delegate places for County, Unitary and Metropolitan councils).



Infinistats HR Data Service

WME funds the subscription fee for all Shareholder Councils to access the Data Insights service – enabling insight reports for the region.



Partnership Working

SLT oversight, direction and support for partnership work with Adults and Children's Services.



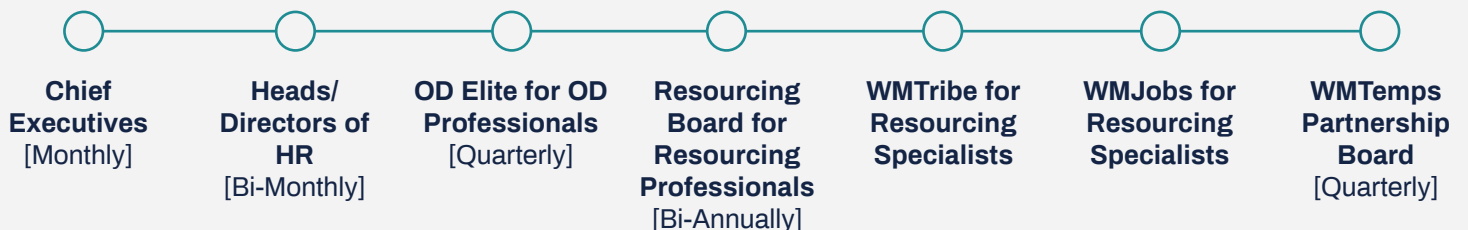
WME Regional Hub

Use of the WME HQ meeting room and hot-desk facilities in the Jewellery Quarter, Birmingham (subject to availability, requires booking and refreshments are chargeable).



Professional Networks

Our professional networks support knowledge sharing, collaboration, and access to support and expertise





Representing The Region

→ Your Voice, Your REO

Elected Member representation on the WME Board secures a voice for every shareholder council.

→ Responding

WME will coordinate a regional response to Government consultations on policy relating to Local Government that impact Shareholder Councils.

→ Representing

WME represent Councils on Ministry of Housing (MHCLG) National Workforce Board and the National Association of Regional Employers (NARE).

WME represent Local Government and our region at relevant events, showcasing the work of our councils.

→ Lobbying

WME will lobby Government on specific issues relating to the local government (council and schools) workforce.

→ Hosting

WME hosts a West Midlands Evening Reception at the LGA Conference 2025, bringing together leaders and decision-makers from our Shareholder Councils and the wider public sector. As a valued Shareholder, you're invited to join us for an evening of networking, idea sharing, and celebration of the vital work we do together.



West Midlands



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Improving Career Desirability and support for Senior Leaders

→ Chief Executives and Future Leaders Events

Free attendance at two Chief Executives and Future Directors/ Chief Executives events delivered in partnership with Solace and the LGA

→ Chief Executive Development Programme

WME fund delegate places on the Solace Ignite CEO programme for any new Chief Executives into the Region

→ Chief Executive Coaching Support

WME funded expert executive coaching service for chief executives new to the Region or new to a CEO role (up to 4 sessions in their first year)

→ Chief Executive Wellbeing Support

WME funded confidential counselling with our independent specialist provider (up to 6 face to face sessions)



Promoting Local Government as a Career Choice

Showcasing the sector and Region; highlighting career opportunities through WME resourcing services; podcast interviews and editorials



5 Inspiring Workforce Innovation and CPD



Masterclasses

Providing topical bite-sized virtual masterclasses across our services



Focus on the Future

Leading collaboration on future service and workforce innovations

Knowledge Sharing

'The Pulse' a monthly e-newsletter sharing insight into new thinking and innovations in the sector and upcoming key events

Chief Executive Bulletin - a quick summary of key regional news [monthly]

WME Annual Benefit Statement



Our relationship approach

Working through our values, our approach to working with you will be to show you that



We know you

We will get the basics right, communicate mindfully to the right people, target the right people for the right things, ensure we keep our data on you up to date.



We care about you

and the challenges you face at an organisational and individual level by offering advice, support, guidance and a psychologically safe space to talk to us, as a trusted partner.



We understand you

Who you are and what your needs are and how those differ from other organisations. We will build a relationship with you to ensure what we do adds value for you.



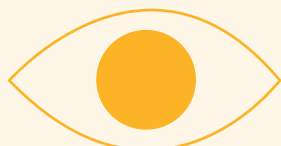
We plan for your future

We will show you what the future could look like and offer opportunities to explore that with us. You know that our focus is on the future, so you can focus on the day to day.



Our Strategy

Plan on a page



Our Vision

That every citizen of the West Midlands has access to modern, high quality public services that work together to help them and our region thrive.

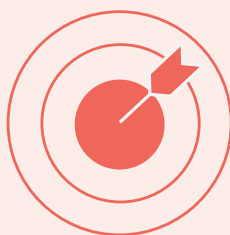


Our Mission

Uniting Local Government Employers and other public sector organisations to ensure they attract, develop, and retain a highly skilled, motivated and productive workforce, with a sustainable talent pipeline that delivers high quality services for the communities we serve.

Our Purpose

As the Regional Employers' Organisation, we will support our shareholder councils and other public sector organisations on their current or immediate people needs and help to prepare their organisation and employees for the future world of work.



Our Priorities

To be your partner in progress by delivering trusted services, leading collaboration, representing the Region, improving career desirability and inspiring innovation.



[View our strategy online here](#)