

Police Federation
Of England and Wales



Ffederasiwn Heddlu
Lloegr a Chymru

Established by Act of Parliament

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FROM THE OFFICE OF THE NATIONAL SECRETARY

Rt Hon Rishi Sunak MP
Chancellor of the Exchequer

Sent via email

22 March 2022

Dear Chancellor,

As you will be aware, the Police Federation of England and Wales represents more than 130,000 rank and file police officers who put themselves in harm's way every day. As the undisputed voice of policing, we're here to stand up for our members through these difficult times.

It's been an incredibly tough two years for police officers dealing with significant extra demands posed by the COVID pandemic. Alongside these challenges, since 2010, police officers have faced increasing workloads and a staggering real-term cut in their pay of 20 per cent. There is now little difference between the hourly wage of a new starter and the national living wage. All the evidence suggests this is having a crippling effect on morale across the police service.

Our recent survey of 30,000 officers reveals that 92 per cent feel they are not fairly paid for the stresses and strains of their job, and 67 per cent said that they would not recommend joining the police to others - a dramatic increase on last year. At the same time more than three quarters of police officers say they have experienced mental health or wellbeing difficulties in the past year.

Morale is further being eroded by the increased cost of living; and rising energy bills and the increase in National Insurance from April will put huge pressure on the household budgets of many rank and file officers. Our survey showed that 73 per cent of officers already feel worse off financially compared to 12 months ago.

So with your Spring Statement on 23 March we're urging you to take action that recognises this. You have already announced that the public sector pay freeze is coming to end, but any pay increase below the rate of inflation would be an insult to our members.

Represent Influence Negotiate

We haven't got time to wait for the findings of the flawed pay review body. We're asking that you use the Spring Statement to guarantee a real-term pay increase for our members this year.

With morale so low this matters hugely for the ability of police forces to recruit and retain the skilled officers they need over the coming years. The Prime Minister was elected on a promise to recruit additional officers. Without further action on pay, experienced officers will leave inexperienced recruits replacing them at best; and at worst, your Government's recruitment target to recruit an additional 20,000 officers over three years will be missed entirely.

It matters what kind of officers we're able to recruit – we want the brightest and best to want to join the police – in service of their communities. But this won't be possible if potential new joiners believe police pay doesn't fairly reflect the demands of the job.

All the evidence shows that the public are on our side, with recent polling showing that 4 in 5 people support a pay rise for police officers at the next opportunity. A similar proportion say that police officers are important to the fabric of their communities, and they understand how dangerous being a police officer can be.

We wrote a letter to yourself and the Prime Minister last July outlining our concerns about police pay and morale – but you have failed to respond. With our officers continuing to feel like their concerns are being ignored, we took the decision earlier this month to file an application for Judicial Review calling for a truly independent pay mechanism for police officer pay, alongside the Chief Police Officers' Staff Association (CPOSA) and the Police Superintendents' Association (PSA).

But there is still time to act now. Use the Spring Statement to demonstrate that your Government actually does respect police officers.

A decade of real-term pay cuts has done damage to our police forces. Guaranteeing a real-term pay increase for our members would show you're finally treating officers with the respect that the British public demand and that they deserve.

We look forward to hearing from you.

Your sincerely,



Alex Duncan
National Secretary

Cc: Rt Hon Boris Johnson MP, Prime Minister
Rt Hon Priti Patel, MP, Home Secretary