



Sadiq Khan  
The Mayor's Office for Policing & Crime (MOPAC)  
2nd, The Queen's Walk  
London  
SE1 2AA

31<sup>st</sup> May 2022

Dear Sadiq,

You will no doubt be aware, and indeed may have approved, the letter sent by Acting Commissioner Sir Stephen House, to Chief Constables of forces neighbouring London on 27<sup>th</sup> May 2022, regarding the recruitment initiatives planned by the Metropolitan Police.

We are writing to you jointly as Police and Crime Commissioners covering the affected policing areas to voice our grave concerns about the approach being taken by the Metropolitan Police on this matter. We are strongly of the view that this announcement will do nothing to strengthen public safety as a whole, including London's; and risks having an adverse impact on our residents. We are simply unwilling to allow this.

The most disturbing of these proposals is the £5,000 payment to incentivise police officers to transfer from their current forces into the Metropolitan Police. All forces have their own uplift targets to achieve, and we are all operating in a competitive employment market within the South-East that presents challenges for us all.

As Police and Crime Commissioners for forces where we all met our uplift target last year, it is notable that the Metropolitan Police failed to hit this recruitment target last year and yet still received full funding from the Home Office. This was a financial option not made available to any other force. Given the imbalance of funding that already exists between the Met and other forces, the use of this additional income to encourage transferees from neighbouring forces is therefore particularly offensive and short-sighted.

As we enter the final year of the uplift programme, we are all looking to ensure our recruitment pipeline remains resilient. Several of us feel that if the Metropolitan Police do persist with this approach, we will be forced to consider our next steps to protect our communities.

We also note that the Metropolitan Police are already advertising for transferees, offering the targeted variable payment of £5,000 which is in breach of the agreement reached between forces at Chief Constables' Council. We consider this will have a significant impact on our forces as well as future trust in the Met. Surely, and given the challenges currently facing policing, especially the Metropolitan Police, this is one that can and should be avoided.

We urge you to alter this course of action by Sir. Stephen. Failing to do so will only further damage the reputation of the Metropolitan Police and jeopardise the resilience of your neighbouring police forces, making all our communities less safe. We would expect that you would be calling on the Acting Commissioner to honour the agreement reached at Chief Constables' Council, and to work collectively with our Chief Constables to ensure we can attract more people into policing, rather than wasting public money by poaching officers from neighbouring forces.

Yours sincerely,



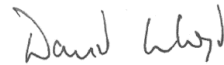
Festus Akinbusoye  
Police & Crime Commissioner  
Bedfordshire



Roger Hirst  
Police, Fire & Crime  
Commissioner, Essex



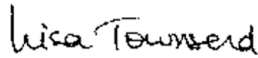
Donna Jones  
Police & Crime Commissioner  
Hampshire & Isle of White



David Lloyd  
Police & Crime Commissioner  
Hertfordshire



Matthew Scott  
Police & Crime Commissioner  
Kent



Lisa Townsend  
Police & Crime Commissioner  
Surrey



Katy Bourne OBE  
Police & Crime Commissioner  
Sussex



Matthew Barber  
Police & Crime Commissioner  
Thames Valley

CC:

Sophie Linden, Deputy Mayor for Policing & Crime  
The Rt Hon Kit Malthouse MP  
Chief Constables, Commissioner of the City of London