



Police & Crime Commissioner for Cleveland
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13 September, 2017

The Rt. Honourable Theresa May, MP
Prime Minister
Office of the Prime Minister
10 Downing Street
London
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Dear Prime Minister

Police Pay

I refer to the Home Secretary's letter of 12 September 2017 addressed to the Chair of the Police Remuneration Review Board (PRRB) in response to the recommendations of the PRRB dated 19 May 2017 in respect of federated and superintending rank police pay.

As Police & Crime Commissioner for Cleveland, I welcome the recognition given in the letter and in the associated announcement to Parliament, of the outstanding contribution made by police officers in keeping our communities safe. I note also the Chief Secretary's expression of support in Parliament for public sector workers, describing them as among the most extraordinarily talented and hardworking people in our society.

Whilst I align myself entirely with those sentiments, I have been struck by the level of concern expressed to me by police officers immediately upon news emerging of the structure of the pay award. Some have even expressed reluctance to accept any element of additional pay which might place local police finance under such pressure as to mean that the maintenance of current levels of police officer and police staff roles could be called into question.

As you will no doubt be aware, I met recently with the Policing Minister, together with the Chief Constable of Cleveland Police Iain Spittal. Alongside an important opportunity to highlight the excellent work of Cleveland Police officers and staff, we were able to convey to the Minister a sense of the significant challenges of policing the area. Amongst those challenges is the financial constraint placed upon police budgets in recent years which mean that Cleveland is policed with some £30m less overall funding and has borne reductions of over 400 police officers.

The Government's police pay settlement includes a one-off non-consolidated, non-pensionable allowance which is an additional cost pressure to be met locally and amounts, in practical effect, to a further (and unplanned) cut to police budgets. In Cleveland we have taken pride in planning and managing our finances efficiently and effectively, resulting in a sustainable long term financial plan which reduces our reserves to the minimum prudent level. We will find it very challenging indeed to absorb this additional cost.



The Police & Crime Commissioner for Cleveland is an accredited Living Wage Employer with the Living Wage Foundation.

I can recall no previous occasion when a Government has structured police officer pay proposals in this way, which simultaneously penalises those forces who manage their constrained finances well and gives officers the impression that they are not properly valued or recognised for their contribution.

In the circumstances, my purpose in writing is to invite you to urgently revisit the decision and to give favourable consideration to an improved pay offer on a fully funded basis.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Barry Copping', written in a cursive style.

Barry Copping
Police & Crime Commissioner for Cleveland