

Office of the Police and Crime Commissioner for Surrey



David Lebrecht - Chair
Police Remuneration Review Body
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Dear Mr Lebrecht,

Submission from Surrey Police & Crime Commissioner re: Police Officer Remuneration

I understand that the Police Remuneration Review Body is shortly to submit its first report on police pay and conditions to the Home Secretary. I wish to draw your members' attention to a pressing matter relating to police pay in Surrey.

I am increasingly concerned by the difficulty we encounter in Surrey in recruiting and retaining police officers. In our most recent round of recruitment, just 32 applicants were successful to fill 140 vacancies. In addition, Surrey had an unplanned attrition rate last year of 72 officers. For a small workforce of just under 2,000 officers, this is an extremely concerning situation.

Put simply, a Police Constable starting his or her career cannot afford to live in Surrey. The cost of living in our county will also make it prohibitive for those already serving in other forces to move here. At present, we pay the maximum possible starting salary of just over £22,000 in addition to a south east allowance of £2,000. The neighbouring Metropolitan Police is able to pay £6,000 London allowance. As the Winsor Review recognised, Surrey loses many officers on transfers to those areas where the cost of living is cheaper, and to London where pay is 'significantly higher'. Winsor did not, however, choose to increase the level of allowance that we are able to pay to officers in spite of our making the case that this would be sensible.

The average price of a flat in Surrey now stands at £292,000 compared to £160,000 in neighbouring Hampshire and £110,000 in Lincolnshire. A terraced house will cost £440,000 in Surrey compared to just £217,000 in Hampshire or £156,000 in Lincolnshire. Home ownership is completely unattainable to a Surrey police officer wanting to step on the property ladder. Equally, it is possible to buy or rent property more cheaply in the neighbouring London Boroughs of Hounslow, Kingston, Sutton or Croydon than in parts of Surrey. Even a pint of beer in Surrey will now cost over £5



compared to £3 in other parts of the country. It is little wonder that Surrey faces such difficulties in recruiting and retaining officers.

I would ask the Remuneration Review Body to treat Surrey as a special case and to urgently consider raising the level of south east allowance we are able to pay our officers in order to avert a crisis in recruitment and retention for our Force.

Yours sincerely

A handwritten signature in black ink, reading "Kevin Hurley", with a long horizontal line underneath.

Kevin Hurley
Police and Crime Commissioner for Surrey

cc. Jane Harwood, Assistant Chief Officer - Surrey Police

