



Mr Tom Winsor

Independent Reviewer
Independent Review of Police Officers' and Staff
Remuneration and Conditions
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Your ref:

Our ref:

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Dear Tom

**Independent Review of Police Officers' and Staff Remuneration and Conditions -
Response from the Metropolitan Police Service**

Thank you for taking the time to visit me on 11th October to discuss the scope and terms of your review and to seek my views on a number of issues.

I should first apologise for the delay in letting you have my formal response. You will acknowledge that the timescale for initial responses was tight and I wanted to ensure that any views expressed fully reflect the views of my own senior colleagues and where possible take account of the responses of the Metropolitan Police Authority and ACPO.

I have seen ACPO's submission and am in broad agreement with the Principles and Propositions in most important respects. However, the views expressed by ACPO are necessarily generic and represent a view from the national leadership of forces; the view attached to this letter is specific to the context and challenges of the Metropolitan Police Service (MPS), which I outline in the context.

The main issues of difference from ACPO are:

that the MPS supports multi point entry to the service as a means of attracting a wide pool of talent from different backgrounds and age groups into the service and at the same time addressing as a priority issues of representation of minority groupings in more senior ranks that the MPS believes it has the capacity and capability to develop its own framework of reward, terms and conditions for both officers and staff and that it can deliver this framework in a more relevant and timely way than under the current national bargaining arrangements for police officers.

The Police Authority has shared with me its contribution to your review and whilst there may be a different emphasis, there are again no areas of wide divergence.

I have provided to you, therefore:

- a contextual overview, which sets the scene and provides some background to the MPS' current position, followed by
- a number of key principles which are important and significant for the MPS which reflect the collective views of my Management Board colleagues.

- a brief narrative in response to the specific questions you set out in your letter of introduction.

I trust you will find this submission useful and I will be pleased to expand on any specific point or provide more details or data in support of these views if you should consider it necessary.

Yours sincerely

Anne McMeel
Director of Resources