Dear ,

We would like to draw your attention to a recently published study on police pay carried out by the independent think-tank, [Social Market Foundation](https://www.smf.co.uk/commentary_podcasts/caught-out-trends-in-police-pay/) (SMF). The Police Federation of England and Wales (PFEW) commissioned the independent research as part of our campaign for fair pay for police in an effort to gain an unbiased appraisal of current police pay.

The [SMF report](https://www.smf.co.uk/commentary_podcasts/caught-out-trends-in-police-pay/) identifies police pay as an outlier in public sector and protective service worker’s pay. The fall in police pay by 17 per cent in real terms between 2000 and 2022 is in stark contrast to the between 1 and 14 per cent pay rise received by similar professions over the same time period. In the same period, MPs’ pay increased by approximately 74 per cent from £48,371 to £84,144.

Perhaps most significantly, the report identifies the decline of police pay to be in part due to restrictions on police officers’ right to strike.

We are asking the Government to address the clear failings of previous pay awards and bring police pay up to date with a 17 per cent pay increase.

To highlight the dramatic disparity of police pay, the SMF research looked at starting salaries for police constables going back to 1979. Over the past 43 years constables starting salaries have lagged 60 per cent behind other workers’ starting salaries.

It is our hope that the independent report by the SMF, and the clear drop in real-terms police pay of 17 per cent, act as a wakeup call to the Government.

Without fair and proper remuneration for police officers, we will see a stagnation of police numbers, a drop in service standards, higher attrition rates and a further disaffected police workforce.

Our latest [Pay and Morale Survey 2022](https://www.polfed.org/media/18245/pay-and-morale-2022_headline-report.pdf) revealed nearly 1 in 5 police officers plan to quit in the next two years due to the huge pressures they face on the job, and a sense of deepening frustration with the Government for not providing the support that they need.

We are keen to meet with you to discuss the key issue of police pay, the impact of this independent research and how we can move the conversation forward in a positive way.

Your support and efforts in this matter are a critical tool we need to help us achieve our aims and we are determined to work with you to keep the public safe whilst ensuring police officers receive the respect they duly deserve.

We would be grateful for your support in this, publicly and to your parliamentary colleagues.

Yours sincerely,