



Home Office

The Rt Hon Kit Malthouse MP  
Minister of State for Crime, Policing  
and Probation.

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13 May 2022

Dear PCC Deputy Mayor Sophie Linden and Acting Commissioner Sir  
Stephen House

**Police Uplift Programme: End of Year 2 position and Year 3 delivery**

The Home Office has now published the progress made across all forces in the recruitment of 20,000 additional officers to the end of March 2022. I am pleased to say, as a result of the hard work and dedication given by all forces across England and Wales, we have exceeded the 12,000 additional officer target set for the first two years of the Uplift with 13,576 additional officers now recruited.

It is disappointing that Metropolitan Police has failed to meet its combined year 1 and 2 allocations. I am grateful for the constructive engagement you and your force has had with me and the Police Uplift Programme team in recent months. My expectation is that you and your force will do all that is needed to recover those officers not recruited by the end of year 2 as well as fully deliver upon your year 3 allocations. I am grateful for the submission of recovery plans which, based on the information you have provided, show your force as recovering the end of year 2 position by the end of August. Progress against this is now being tracked by the Police Uplift Programme team and I will be closely monitoring your progress and I remain available to support and assist if needed. I have, for this year, released full ringfence grant funding in line with all claims submitted. This is on the basis expenditure was eligible by the terms of the agreement. We will be issuing new grant agreements for year 3 shortly which will set out a clear link between officer targets and the release of funding in line with progress.

The success of the Police Uplift Programme remains in the full delivery of 20,000 additional officers across England and Wales by the end of March 2023. This year all forces are being asked to deliver the single biggest annual allocation of officers, 8,000, since the uplift began. As we come out of the pandemic, I recognise that there are different challenges facing forces including changes to labour markets and greater competition across sectors. Whilst this presents challenges, there is also an opportunity for policing to showcase itself as a profession of choice offering a variety of exciting roles and excellent development and progression to the most talented individuals who want to serve the public and keep communities safe.

As leaders of your force, I know you will continue to maintain personal oversight over progress being made in recruitment and will ensure the plans your force has in place to deliver uplift are achievable. In assuring your plans, you should consider what contingency is available to you to mitigate against slippage. This includes the potential to recruit beyond your allocation as well as having robust plans and action to take in the event of unanticipated rises in attrition.

As a principle all forces should avoid backloading recruitment to the final quarter of the year. This is to ensure that there is time to respond to any fluctuations in your profile in good time and ensure we meet the 20,000 target.

We have seen how overreliance on the transferee market has adversely affected uplift delivery in some forces. As a result, I would ask you to consider whether reliance on transferees, particularly towards the end of the year, is a prudent planning decision. The Police Uplift Programme team is working with forces to ensure overreliance on transferees is not a risk to any force and is only used where there is a genuinely pressing operational need.

Whilst we are currently focused on delivering growth, I am clear that post programme forces will need to maintain the 20,000 additional officers recruited. As you progress through the final year of the programme, I would urge your force to ensure the right workforce planning is in place so your force can maintain officer numbers in line with uplift allocations.

The Police Uplift Programme team is available to provide you with support to deliver your year 3 allocations and I ask that you continue to draw upon them as much as you need, to cement your successful delivery of the uplift.

I look forward to tracking the positive recovery of year 2 allocations and full delivery of the Police Uplift Programme in your force.

A handwritten signature in blue ink, appearing to read 'Kit Malthouse', with a horizontal line extending to the right.

**The Rt Hon Kit Malthouse MP**  
**Minister of State for Crime, Policing and Probation**