



Shropshire Association of Local Councils
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14 August 2025

Dear Partner,

As a valued partner to policing, we wanted to keep you informed of the current financial situation we find ourselves in.

As you will likely know, as a force we have taken significant steps to address the budget shortfall felt over recent years to balance the books, whilst still delivering a police service that tackles crime and keeps the communities, we serve safe.

When an overspend was identified at the end of last year, we reacted and took the necessary action to address the shortfall. We have continued to face challenges as a result of Government funding not keeping pace with inflation and a growing demand on our services. We are also aware of future pressures, which includes things like the recent pay announcement.

This situation has been exacerbated by an underestimate this year of the cost of the force's police officer workforce. This increased cost primarily arises from the combination of sustained uplift in officers in recent years and the number of officers now reaching higher incremental pay points. In essence, our officer cost is higher than we budgeted for. This has resulted in an in-year shortfall of £8 million.

Whilst the Police and Crime Commissioner, along with other PCCs and Chiefs around the country, has reached out to the Home Office to stress the financial strain we are under in policing in general, this isn't a solution for this current situation.

We would appreciate your support and understanding as we navigate this and the associated difficult decisions we are having to make. Our commitment is to ensure that we can deliver a police service that is focused on tackling crime and keeping communities safe – that is non-negotiable.

The workforce was informed of this today and external communications will be issued tomorrow morning to ensure full transparency with the communities of West Mercia and they understand the position.


As set out in the PCC's West Mercia Safer Communities Plan, partnership working is key. We therefore want to see that continue and identify further ways in which joint investment can be made for the benefit of the communities that we all serve.

We would appreciate, and welcome, the opportunity to discuss any of this in further detail with you should you have any questions or concerns.

Yours sincerely,



John Campion
Police and Crime
Commissioner
West Mercia



Richard Cooper
Chief Constable
West Mercia Police