

Thank you for your letter dated 27 March 2015. The answers to your follow-up questions are as follow:

The percentage of agency staff employed during 2013/14 and the length of service of agency staff

The table below provided the relevant information:

	Average length of Service for Agency Staff (in weeks)	Number of Agency Staff	Number of MPS Staff	Percentage of Agency Staff
Apr-13	41.6	282	12,837.03	2.20%
May-13	39.1	286	12,701.68	2.25%
Jun-13	43	294	12,166.19	2.42%
Jul-13	44.3	288	12,148.80	2.37%
Aug-13	42.4	297	12,114.25	2.45%
Sep-13	41.4	333	12,112.50	2.75%
Oct-13	43.3	332	12,128.57	2.74%
Nov-13	44.1	351	12,076.44	2.91%
Dec-13	40.5	411	12,025.53	3.42%
Jan-14	41.8	383	11,980.14	3.20%
Feb-14	41	416	11,882.48	3.50%
Mar-14	37.6	496	11,894.47	4.17%

Please note the percentage shown represents the number of agency staff as a percentage of total police staff, not as a percentage of the total MPS workforce.

For context, based on some analysis from Reed (the main supplier of temporary staff to the MPS) the MPS use of agency staff is below the average use of a number of other public and private sector bodies.

Building utilisation

The Met monitor the use of the principal core estate and review the position year on year. On average, the average use of our principal core estate between 0900 - 1700 M-F, is 45%. The measure is calculated by assessing the use of desks in each building at four times during each day. The principal core estate includes all 73 Front Counter sites, custody and major HQ buildings.

Using the HQ buildings as an example, and excluding Hendon, the Met are implementing a strategy

to reduce the no.s of desks from 12,500 to 5,800. Greater use of mobile devices, will allow desk based colleagues to be more agile in their use of space. Whilst desk numbers will reduce by more than 50%, desk utilisation rates are predicted to average 85%. The revenue saving or implementing such a strategy in the HQ estate will result in revenue reductions of up to £40m pa. Net capital generated after investment in the HQ estate is estimated at £200m.

#### Asset strategy

On the broader point MOPAC are focussed on the provision of accommodation to support policing needs. Assets that are released are generating capital receipts that are enabling MOPAC to reinvest to support policing requirements.

Demographic changes in London and the significant areas which are being developed (Barking reach/N Greenwich/Earls Court), require the Met and therefore MOPAC to provide new and different facilities. Policing is not recognised in the London Plan as one of the Mayor's strategies and as such policing requirements are not given direct consideration by Local Authorities in their consideration of CIL/S106 provision. As a result, MOPAC must generate funds for policing requirements independently.

Technology is enabling the Met Police to become more mobile in their working practices, and consequently the facilities required to support policing. A more mobile approach will reduce the dependency on fixed locations and the amount of space previously required to support policing functions

I have now received your subsequent letter regarding metrics and data, dated 22 April 2015, and will reply to that separately.