



**Angelique Foster**  
**Derbyshire**  
**Police and Crime**  
**Commissioner**

Protecting Communities,  
Fighting Crime

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Roy Wilsher OBE QFSM  
HMI, Eastern Region  
HMICFRS  
First Floor  
70 Petty France  
LONDON  
SW1H 9EX

Dear Roy,

**The impact of recruitment and retention on the Criminal Justice system**

I am writing to you to formally respond to the efficiency spotlight report on the impact of recruitment and retention on the Criminal Justice system, which was published in February 2024.

This joint criminal justice inspection report explores, amongst others, the impact of the Police Uplift programme, and whilst this was successful, recruiting of over the 20,000 Police Officer target, has led to an increase in inexperience in the workforce and the attrition rate for these younger officers remains high.

The report does not set out any new recommendations specific to Chief Constables or Derbyshire Constabulary. Nonetheless, I have formally raised this national report and its content with the Chief Constable, and I am assured that the Constabulary have acknowledged the content of this report.

Please be assured that I will continue to monitor progress as part of my regular scheduled governance of the operations of the Constabulary.

I would like to extend my thanks to all those involved in this report and look forward to further feedback in due course.

Yours Sincerely,

Angelique Foster  
**Derbyshire Police and Crime Commissioner**