

2 December 2024

Met Police office attendance: ‘No option but to resign’

As the ballot for strike action continues , members explain the impact of the new attendance policy particularly on women and the disabled.

Following the Metropolitan Police’s announcement of a new hybrid working policy, PCS members responded to our survey on how the forced return to offices would affect them.

Members responded about [the financial impact and how it would affect productivity](#), and the impact on those with disabilities and caring responsibilities, particularly women.

“motherhood penalty”

One member told us: “Personally I’m extremely stressed about the idea of them abolishing blended working. I just couldn’t function the logistics of my life, childcare and I couldn’t afford the additional travel costs. I’ve been in the Met 20 years, I’ve seen a lot of changes, but this one has caused me untold anxiety”.

Another added: “The reversal of the flexible/remote working practices greatly reinforce the sexist ‘motherhood penalty’. Going needlessly into the office more often will mean I will have to reduce my hours to get home in time to pick up my children. This stunts my career growth, I will earn less and will pay more for travel. A sexist workforce is something the commissioner claims to want to change.”

Disability, caring and the cost of living

A member with a disability as well as caring responsibilities explains: “I am extremely anxious and upset about this change. Under existing arrangements, I have been able to manage my own mental health struggles and attend a fitness class in my lunch break to help with my condition. Now this will be taken away and I am concerned about the negative impact this will have on me. Sadly, all the hard work I have been doing at home - working more with no chat breaks getting

a cup of tea or bumping into people at the copier - has been a one-way gift to the Met. Also, I worry about my mum who has a life-limiting condition and knowing I'm round the corner is such a relief to her."

Another member feels the change will force them out of their job: "As agreed with occupational health, I currently work three days in the office one week and the following week I work from home. This enables me to manage my condition as the fatigue and joint pain is a nightmare. After my three days in the office and my journey home it takes me ages to recover. If I had to come into the office every week for three days, I would have no option but to resign. Seems a shame after 24 years' service."

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